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Equal Pay for the Woman Worker

A CHIEF CONCERN resultant from the wartime employment of thousands of women, new in the labor market, is what shall be put in their weekly pay envelopes. How it is decided promises to have effects which extend far beyond the resumption of a peacetime economy.

Those difficulties which exist are not shared equally by employers, but are especially pressing in industries which for years have had large numbers of women workers and the time-fortified practice of paying them a differential wage.

Newly organized industries or those which were entirely converted for war production could establish from the beginning a policy of paying wages in direct relation to the work done, with no distinction in the wage scale between men and women. Plans could be made for large numbers of operations which could be performed by workers with little or no previous skills and with little or no pre-employment training.

In some factories, for example in certain of the aircraft plants, men were at first employed on these jobs but were told of company plans to use women on them when men were no longer available. As the men went into military service, or were upgraded to more highly skilled work, women have gradually replaced them, and now work alongside those male operators who remain, receiving the same base rate of pay.

In industries where prewar processes have remained unchanged, frequently a re-examination of job characteristics throughout the organization has revealed many jobs, sometimes whole groups or classifications of jobs, held by men which could be filled by women. While the company with a formal job-evaluation program finds this less difficult than those which have no scientific method of measurement, without a systematic job analysis certain types of work obviously can be used as a starting point.

Clerical work, for example, is a field in which over a long period of years women have demonstrated their capability, and the trend, even before the war, had been for women here to displace more and more men. Certain clerical work had been reserved for men, not because of the tasks involved, but because of the work surroundings. Thus, until a few months ago, in one of the large Atlantic shipbuilding companies, no women were employed, or even admitted (except on ship launching days) in the yards. Though clerical work in the yards involved abilities no different from those required in clerical work in the administrative offices, where women had long been employed, only men were hired. In the imperative program of replacing men with women, this was one of the first places in which women were introduced, in some cases the entire personnel of an office being replaced. Women are also serving in the yards as timekeepers and tool-room keepers.

An examination of the jobs in a public utility company to determine additional work suitable for women brought to attention thirty-six clerical jobs being held by men in the production department at the stations. Because of dirty surroundings and gas odors in the stations, women had never been considered for the work. Thirty of these posts could be held, it was decided, by women, with no change in the assignments, and women were transferred to the jobs. In the other six instances the employees had to climb around the boilers, and, for the time being, at least, men have been retained to do the work. The women who were transferred received the same starting rates as the incumbents had when beginning on the same jobs.

Apart from clerical work, there were in factories and shops many jobs which patently could be filled by women with no adjustments or changes necessary. Light assembly and inspection operations had long been performed by women, and where such jobs were filled by

men, they could be replaced readily. Experience during the last war had demonstrated that women could work satisfactorily at riveting and sheet-metal work. British experience since the beginning of the present war encouraged employers to hire women for machine tool work, particularly the operation of lathes and milling machines, and for welding. The steady growth of a long list of types of heavy and skilled work being done by women cannot fail to impress.

Readjustment of Jobs

Where changes have been necessary in the replacement of men by women, these have been, thus far, chiefly of two types—reduction of the weight-moving and handling features of the job and removal of responsibility for set-up.

One plan for rearranging work to make it possible to use women on heavier work has been to assign a man to a group of women. Or adjustments have been made for weight-handling with the use of no additional workers. In the warehouse of an electrical products company, for example, markers used to pull out the stock and mark it, after which their work was checked by a checker. Under a new arrangement, a girl and a man work as a pair. The man pulls out the stock, the girl puts on the labels and reads them against the order, thus providing the check. The work of the girl and man in this way equals the work formerly done by two men.

In a machine tool company where men were accustomed to picking up heavy pieces, tables have been built adjacent to the machines, which are loaded by boys. Women operators slide the pieces in the machine. Where cranes are used, women are permitted to use them for weights lighter than those which men were accustomed to handle without assistance. Frequently male tote-box handlers are provided. In job machine shops the lighter work is routed to women operators.

In some instances where men have been accustomed to doing their own set-up, when women are introduced on the work, they are employed only as operators with a set-up man to service several machines. Many companies, however, are training women operators, as they would inexperienced male operators, to set up their machines, and as soon as they are capable of doing their own set-up, their rate of pay is increased from operator's rate to the rate paid for set-up and operation.

A breaking-down of work into component parts has often made it possible to use women to replace quickly men workers who had received comparatively long periods of training. Thus in an electrical products company where five men formerly worked as a unit, each doing a complete job involving several operations, five women are now working as a line assembly, each engaged in a single process which she learned in a three weeks' pre-employment training course at vocational school. No extra workers are needed under the new organization, nor has the cost of production been ncreased.

Influence of WLB Decisions

In the period during which women have been replacing men, either filling the exact job or one which has been modified, employers have been guided as to rates of pay by a series of decisions of the National War Labor Board. This agency continues to be the most important single influence in determining the current wage policy for women workers.

One of the first significant rulings of the board on the subject of compensation for women workers was in the case of the Norma-Hoffman Bearings Corporation, of Stamford, Connecticut, last August. The board said in part:

> When women take the places of men and fully perform all of the tasks previously performed by men, they shall be paid the same wages as the men thus replaced. Where, however, the assistance of men is necessary, as in the handling of heavy material or the setting up of machines, a recognized differential based upon proper time studies shall be established. If the union deems the differential to be improper, the grievance shall be disposed of under the grievance procedure.

During the next month the board ordered the Brown and Sharpe Manufacturing Company of Providence, Rhode Island, to pay equal wages to women who "in comparable jobs produce work of the same quantity and quality as that performed by men."

It will be noted that the phraseology in the Brown and Sharpe case did not include specifically the word or idea of *replacement*. The job which the woman was filling need not have once been occupied by a man. If she was doing work of a comparable nature to that done by men and was producing the same quality and quantity of output, she was to receive the same wage as a man.

In the Brown and Sharpe case the possible necessity of having to modify the work to bring it within women's capabilities was again mentioned. In some cases the employment of women workers might entail extra supervision, extra set-up men or additional carry-off men. The board adopted the panel recommendation that in such instances "the extra labor costs will be computed and will be given *pro rata* weight in establishing an equable rate of pay for female workers."

Dr. George W. Taylor, vice-chairman of the board, who wrote the opinion, pointed out that when only male workers were employed, tasks were often divided in the interest of efficiency, to reduce unit costs while maintaining hourly rates, and that when the "extra labor" for heavy work did not increase unit costs of production, this should not be used as a reason for cutting the women's rates.

Another important decision of the board was made at practically the same time as the Brown and Sharpe directive order, in a case involving the General Motors Corporation and the United Automobile, Aircraft and Agricultural Implement Workers of America (CIO), also General Motors and United Radio, Electrical and Machine Workers of America (CIO). Dr. Taylor, again expressing the opinion of the board, wrote:

> The Board has directed the parties to include in their new agreement a provision that wage rates for women shall be the same as for men where they do work of comparable quantity and quality in comparable operations. The wording of this paragraph in the Directive Order indicates the impropriety of using slight or inconsequential changes in a job as a reason for setting up a wage differential against women employees. Wage-setting on such a basis is not compatible with the principle of equal pay for equal work. The Board wishes to stress, however, that the definition embodied in its Directive Order on this issue is not related solely to the physical characteristics of the operation performed. The quality and quantity of production must also be considered.

Further in this opinion, Dr. Taylor explained that the principle of equal pay for equal work could not be entirely disposed of by any clause, but must be worked out in individual situations by parties who cooperated in good faith to secure the desired objectives. Honest differences of opinion regarding the rates established for women employees were to be treated as grievances and handled through the established grievance procedure.

The War Labor Board in subsequent decisions has reemphasized that management and the unions are to agree among themselves as to the comparability of quantity and quality of women's work as a basis for applying equal pay scales. In a case involving the Joshua Hendy Iron Works of San Francisco and the International Association of Machinists (AFL) (in which the board decided that an existing union wage agreement was no bar to determination of a newly risen issue of pay scales for women war workers) the board, reiterating its doctrine of equal-pay-for-equal-work, sent back to the parties the actual working out of details of the pay problem. If the parties were unable to agree within three weeks, the issue was to go to arbitration.

Included in the General Motors decision were specific provisions for hiring rates and progression to the base rates. With specified exceptions, entrance rates were to be no less than ten cents below the rate for the job classification, pay increasing automatically by five cents in thirty days and to the standard job rate within ninety days or as soon as average requirements of the job were met, whichever occurred first, deviations from the rule to be negotiated locally for jobs requiring a longer period of training.

Entrance Rates an Issue

In the matter of entrance rates, one of the points at issue in interpreting an equal pay policy, there is considerable variation in practice. A lower beginning or learner's rate for women, with slower progression to the base rate, is held by some as not inconsistent with adherence to the principle of equal pay for equal work. Because of women's comparative inexperience with tools and working around machinery, some managements are of the opinion that it takes a woman without previous training longer to become proficient than a man without previous training.

Even among the more recently organized industries, this type of differential is found. In one of the new aircraft plants women are paid 55 cents an hour starting rate and receive 5-cent increases at 4-week intervals until at the end of 16 weeks they are receiving 75 cents, the base rate for the job lowest on the wage scale. Men are paid 60 cents an hour starting rate, reaching the same base rate in 12 weeks.

In a machine tool company, also, the starting rate for women is 5 cents an hour less than the starting rate for men, with an automatic 5-cent hourly rate increase at the expiration of a 30-day probationary period. Women who have completed the six weeks' training course in the vocational department of the local schools, however, start work at the same wage rate paid men, as do women who have gone through the company's own vestibule training school.

The determination of relative productivity of men and women workers on the same jobs is often difficult. In some cases, under agreements between company and union, temporary rates for women workers have been established until opportunity has been afforded to accumulate data based on actual operation experience. Thus in a large machinery-manufacturing corporation where a few women had been employed at a 9-cent differential for many years, when large numbers of women were introduced recently into the machine shops they were paid the same beginner's rates as had customarily been paid to men, with the understanding that within six months they would reach the top rate for women. That this would equal the men's rate for the same jobs was not promised. A job-evaluation plan was inaugurated the day women began their new tasks, to work out rates on a job basis, regardless of sex.

Management in this instance was particularly concerned with future developments. The plant is a job shop and the male employees have customarily taken care of all work that came along, whether it was light or heavy, on the same machines. In introducing women, the plan was to divide the jobs and route all lighter work to machines operated by women, work that they could handle without assistance. Ordinarily such an arrangement would be uneconomical, since only rarely

would there be a continuous stream of light work to keep certain machines in operation. But premising, with a full wartime schedule, that a certain number of women could be kept busy on the lighter work, they might be able to turn out as much work of the same quality and quantity as men, given the same tasks. Under an "equal pay for equal work" policy, the women would receive exactly the same pay as men would for the work.

But later, as more men have to be replaced in the shops, management foresees that it will be necessary to route to women some of the heavier work which they will be able to handle only with some male assistance. Should a woman working on the heavier jobs be able to accomplish only 75% of what a male operator could, according to the equal-pay principle she would receive 75% of his pay. But will there not be dissatisfaction, management queries, when she contrasts her earnings with those of women who were fortunate enough to be placed at machines where they can equal man's production ?

Reexamination of Rate Schedules

Some of the companies which were paying women a differential wage before the war foresaw a need for re-examination of their entire rate schedule, in view of women's taking over men's jobs. Thus a New England industrial plant which had long had a 17% differential (paying women 17% less for the same type of work in which men were engaged but under more favorable working conditions) completed a re-evaluation of all its jobs about four months ago. In doing so, the two former separate wage curves for men and women were reduced to a single graph.

All rates were based on type of operation and agreed upon with the union. The base rates, after completion of the new schedule, were from 50 cents to 80 cents an hour, to which were added a 25% cost of living adjustment and 10% for "personal and fatigue." Those women's rates which formerly were as low as 45 cents an hour were raised to 50 cents, with the amount of increase less in the higher brackets.

Women on the day shift who are working on what have always been women's jobs start at 52 cents an hour. The men's minimum starting rate on the day shift is 65 cents an hour. If women undertake men's jobs—machine operation—they begin at 60 cents on the lowest of the men's jobs, advancing to the same base rate as that paid men.

The chief change made in the work in this factory, to utilize the services of more women, was in setting up the machines. Set-up men have always been employed in certain divisions. Additional set-up men have now been employed in other divisions, leaving the women responsibility for operation only.

Men who set up and operated drill presses received a base rate of 58 cents an hour; women receive 50 cents for operation only. Men on milling machines received 62 cents for setting up and operation; women are paid 58 cents for operation only. The rate for setting up and operating certain types of lathes, for gun barrel drilling and gear cutting is 72 cents; for operation only, 62 cents. Women are being trained to do their own set-up, and as soon as they are capable, they are paid the full rate for set-up and operation.

It has not been found necessary to employ women for heavy jobs which need adjustment because of weight-lifting, since so far a supply of older men has been adequate in this region.

A study made by the company last fall of the direct labor cost of twenty types of products (exclusive of cost of materials) showed that in spite of improved processes, this cost was a little higher than it had been a year before. Management is inclined to attribute this to the fact that so large a number of the company's workers are new, and believe the cost would have increased whether the new operators were men or women.

A tremendous expansion in personnel impressed executives of a munitions plant with the need for reexamination of its wage scale. In this plant large numbers of women were employed in peacetime on "women's jobs" at a differential varying between 10% and 15%. The plant operations embraced a large number of jobs in which the work was simple and required little training or skill, but which because of their hazardous nature were reserved for men. The hiring rate for women was 63 cents—12 cents lower than the entrance rate for men. As women were employed on what had been men's jobs, however, a policy was inaugurated of paying them the same rate as men for this work.

The company decided to re-study all jobs with the thought of establishing a single wage curve for all workers. In this instance, rates had not been changed when the President's wage stabilization order took effect, and the company will have to seek approval of the War Labor Board to bring some of the rates into proper relationship to others.

Effect of Stabilization Order

A general order of the board issued during November encouraged employers to resume many re-evaluation programs which temporarily had been halted. This order provides that where women are performing work similar in quality and quantity to that performed by men, wage adjustments may be made by employers to equalize women's pay with that of men without prior approval of the War Labor Board *provided such adjustments have no adverse effect on price ceilings.*

Since the wage stabilization order, decisions of the board regarding women's rates have been followed with even more than usual interest, to note their effect upon old differentials. In this regard a recent directive order

in the case of a plant of the Aluminum Company of America, in Los Angeles, is pertinent.

The women's hiring rate, under established policy of this company, was 10 cents an hour lower than the men's, a difference which was maintained after two wage increases in 1941. In August of that year at the time when a memorandum of agreement was signed by the company and the United Automobile, Aircraft and Agricultural Implement Workers of America (CIO), only 16 women were employed out of 1,500 workers in the plant, and they were not performing the same tasks as men. When the prospects were that this small nucleus would be expanded to several hundred, the union sought a ruling to the effect that although women were not mentioned in the memorandum, the agreement which provided for a minimum wage of 72 cents an hour for all hourly paid workers in the bargaining unit represented by the union applied to women employees as well as to men.

The War Labor Board directed that on those jobs on which, by long-established practice in the plant, women were employed exclusively, they should be paid 62 cents an hour (the current minimum rate being paid by the company to women), increased to 66 cents per hour at the end of one month and at the end of two months to 72 cents, the minimum hourly rate paid to men. On all jobs for which women were hired to perform work formerly done by men or on which men and women were employed interchangeably, the women should be paid at the outset 72 cents an hour, the same as the men. This would seem to have the effect of maintaining a differential for a two-month period, after which it would disappear.

Attitude of Employees with Service

In opening men's jobs to women, many employers have anticipated discontent on the part of women already employed in the factory. This has proved more of a problem in prospect than in retrospect, because of sound personnel practice.

For the most part, the newly available jobs have been offered to women already employed by the company, sometimes to all women employees, but usually on the basis of seniority, in an up-grading process. In a restudying of jobs, when analysis has disclosed a grade of work which could be filled by women, men in the grade have been encouraged to go through a course of training for other and heavier work, leaving the entire class of occupation available for women.

A surprising development is the frequent discovery of reluctance on the part of women to transfer to higher-graded and better-paid work. A company which employs between five and six thousand women had only 30 transfers in a three-month period from "women's jobs" to newly opened positions, although in this company the differential between men's and women's pay amounts to approximately 15%.

Lack of interest in transfer has been attributed to several reasons. The working conditions on men's jobs are likely to be less pleasant than those in which women have been accustomed to work, or perhaps the hours are less desirable. A woman employee's liking for the group with which she is associated or a fear that she might not be able to do the new work are other causes. Sometimes, when work is done on an incentive basis, the woman skilled at the operation which she has learned is able to earn more, at a lower base rate, than she would be able to earn on a job where heavier pieces are handled, at least until she had had considerable experience at the new work. Where there are separate wage scales for men and women, frequently the base rate for the top women's job is higher than the base rate for the lowest job in the men's classification.

In an electrical products company where this is true, the percentage of women to total employees has long been between 30% and 35%. The women received between 80% and 85% as much as the men on comparable work, their rates determined by rates generally paid women in the community. Women were employed on jobs restricted to them and their rates were not related to the rates paid men. The woman's top rate was 83 cents an hour, 6 cents higher than the base rate for the lowest job on the men's wage scale.

In this company, in which large numbers of men's jobs are now open to women, a special selling program has been inaugurated to induce women already employed by the company to transfer to the new types of work. While women from outside are accepted, those with service are given first consideration. The openings are advertised by posters and through the plant publication, and individuals are approached personally and urged to try the men's work.

In spite of this, the women have been very slow in accepting transfers. Thirty machine jobs had to be offered to one hundred women before the places could be filled.

The company operates its own training school at a state trade school. Occasionally a girl applies for a transfer who, if she is in the middle of a production line, cannot be spared until another has been trained to take her place. However, when a girl with service has indicated a desire to transfer, a girl is immediately trained to replace her and the old employee is given an opportunity to go to the trade school as soon as possible.

The cost of training for two jobs, as is the case when the man's job is filled through transfer, management feels is lessened appreciably because of the lesser training needed by an employee already acquainted with plant operations as contrasted with one coming from outside. The worker's record on the job is likely, too, to be better. A point mentioned by an executive of the

company was that women on men's jobs in the plant presented no absenteeism problem, for they were the stable, older operators. Analysis of absenteeism in this organization has shown that 25% of the total employees, men and women, are responsible for all unnecessary absences, and that these are the younger group who have had least service with the company.

The experience of a canning company on the Pacific coast at first glance would lend substance to the oft-repeated charge of women's changeability. Here women employees with service were offered first opportunity to take jobs formerly held by men. Very few transferred, and the places were filled by outside applicants. When the older employees, however, saw the new workers handling their work with but little difficulty, they changed their minds and indicated that after all they would like to take similar jobs at the higher rates.

When another group of men's jobs becomes open, it is expected that these will be filled quickly by women with service and end a temporary period of dissatisfaction among the lower-paid operators, which might have been averted by a definite attempt on the part of management to exert some persuasion and give its women employees confidence in their abilities.

GENEVA SEYBOLD
Management Research Division

Care of Children of Working Mothers in Cleveland

[*As mothers are drawn into industry, arrangements for the care of their children become a paramount issue. How one city is meeting the problem is described in the following extracts from an article by Jeannette J. Dempsey which appeared in* The Clevelander *for December*, 1942. *They are reproduced, by permission, because of the wide-spread interest in this problem.*]

CLEVELAND was forehanded in tackling locally the nation-wide task of day care for the children of working parents. An Emergency Child Care Committee was formed jointly by the Civilian Defense organization and the Welfare Federation six months before the attack on Pearl Harbor. Under the chairmanship of Mrs. Laurence Hamill, who knows the field thoroughly through years of leadership in the Day Nursery Association, every angle was studied: what could be done for children of different age groups, preschool and school age; what facilities for day care were already in existence; what new measures must be taken to meet a war emergency.

A central office has been established at 1007 Huron Road.

Mrs. Jeannette Marsal, director of Emergency Child Care, is in touch with industries hiring large groups of women. She watches the demand for additional child care as it arises in thickly populated districts and with the committee lays plans for increased facilities.

A consultant service is maintained at the Child Care Office from 9 a.m. to 5 p.m. Monday through Friday each week. By calling CHerry 6850, mothers who are thinking of taking on full-time employment can find out what prospects there are in their neighborhood for placing their children in good hands. Employers are urged to make note of this telephone number and pass it on to their women employees.

Arrangements for full-time day care fall into two categories: the nurseries or other centers where fairly sizable groups of children are assembled, and the private homes of foster mothers where not more than four children are cared for at one time.

To meet the working hours of local factories, many of the centers open their doors at 6:30 a.m. and do not close them until 6 p.m. During that time a sound nursery school routine is followed. This includes a health inspection of each child as he arrives, plenty of time for rest as well as play, and a nourishing noon meal planned by a dietitian. Parents are asked to pay a small fee for each child to cover the operating cost.

Types of Day-care Centers

The list of nineteen day-care centers now in operation includes the established day nurseries and privately run nursery schools, all-day play groups conducted in settlements and community houses, and emergency centers set up by the Child Care Committee where a demand indicated a need and a suitable location was found.

The committee turned to the settlement houses early in its program because these friendly neighborhood centers were strategically located in the congested areas of the city and already had some staff and equipment to meet the need. The settlements, of which there are twelve, will have to play an increasingly important role in the program for school-age children whose parents are working.

A number of churches have shown interest in sponsoring emergency centers. Frequently they offer not only the hospitality of their Sunday School rooms and parish houses but even more personal assistance on the part of the congregation.

Partly Financed by Industry

Typical of the growing industrial-community cooperation in tackling the day-care problem is the estab-

lishment of the Glenville Day Care Center, located in the Church of the Incarnation at 610 E. 105th Street. Partially financed and encouraged by the Hickok Electric Instrument Company, this center was set up by the Emergency Child Care Committee and operates under the direction of a neighborhood committee.

The Eaton Manufacturing Company is helping to sponsor and finance a center shortly to be opened in Collinwood for the children of mothers working in that plant. The directors of three settlement houses—East End Neighborhood House, University Settlement, and the Council Educational Alliance—were called in as consultants in planning the program for this new center.

The University Settlement, at 7067 Broadway Avenue, is opening a War Service Center in a portable school building which will be used as a day nursery in the daytime with special programs for school children, and for home nursing classes and community war cooperation meetings in the evenings.

Foster Homes

In cases where there is no conveniently located center or where the child is under two years of age and therefore too young to be placed in a group, the mother is referred to a list of approved foster homes that is being built up. Women who want to stay at home with their own children but are eager to help in the war effort submit their names to the Child Care Committee for consideration as foster parents. All applications are investigated by the Child Care office. If the house is clean, has adequate space, heat, light and sanitary conveniences, care must still be taken that the foster mother is capable of handling small children. Medical proof must be submitted that the mother is in good health. Final approval must be given by the State Department of Public Welfare in Columbus.

When these tests are met, the foster mother is granted a Certificate of Approval and another home is added to the list. Foster mothers are paid from fifty cents to a dollar per day for each child in their care.

Hundreds of women are going to be needed to staff the centers which will bear the heaviest burden of caring for the pre-school and school age children. Able supervisors must be paid for their work, but they will need assistance of volunteers who can give some hours a day or some days each week.

A splendid course of training has been developed by the Civilian Defense Committee. The full course, which includes both lectures by recognized authorities and actual observation, prepares the volunteer for work with pre-school children. A shorter course is available for those who prefer to work with older children. Only in wartime could it be possible for a volunteer to obtain this valuable type of training and experience at no cost to herself. In return she is asked to put in 150 hours of service before receiving her certificate. To date, eighty-one women have taken this training since the first course was offered in May.

The Cleveland Graphite Bronze Company makes a practice of urging its employees, through its factory bulletin, to consult the Emergency Child Care Committee for advice in planning for supervised care of children. Personnel departments in all major industries can do much in avoiding social disasters, epidemics and absenteeism by asking each mother of children they employ what arrangements she has made for her children and by advising her to consult the Emergency Child Care Committee of the Civilian Defense Council.

Selective Service Administration

A RECENT RULING of the Selective Service System assists the employer in cases where he believes it is necessary to appeal the decision of the local board regarding reclassification of an employee by extending the time limit in which the appeal may be made. The recent change in administrative procedure is quoted below:

> *Action of local board when Occupational Certification is on file in registrant's Cover Sheet.* When the local board, upon review at any time, determines that a registrant should be considered for classification into a class available for military service and an Occupational Certification (Form 42B) is on file in the registrant's Cover Sheet (Form 53), it shall (1) notify the employer by detaching and mailing to him the Notice to Employer of Reopening Classification portion of the Occupational Certification (Form 42B) and (2) allow the employer 15 days from the date it mailed such notice in which to file an affidavit —Occupational Classification (industrial) (Form 42A).

Recent Occupational Bulletins

Occupational Bulletin No. 4, "Coal Mining Activity," No. 6, "Production of Ships, Boats and Parts," No. 10, "Scientific and Specialized Personnel," and No. 23, "Educational Services" have been revised. In addition, the Selective Service System has issued the following new Occupational Bulletins:

No. 41—Doctors, dentists, veterinarians and osteopaths

No. 42—Repair and hand trade services

No. 43—Technical, scientific and management services

No. 44—Health and welfare services

Bulletin No. 43 is reproduced below in its entirety:

Occupational Bulletin No. 43

Effective: Immediately

SUBJECT: TECHNICAL, SCIENTIFIC, AND MANAGEMENT SERVICES

1. The War Manpower Commission has certified that technical, scientific, and management services are an activity essential to the support of the war effort.

2. This bulletin covers the following essential activities which have been added to the list of thirty-four essential activities attached to Local Board Release No. 115, as amended:

(a) *Technical, scientific, and management services:* The supplying of technical, scientific, and management services to establishments engaged in war production; union-management negotiation services; and the publication of technical and scientific books and journals.

3. The following list of occupations in technical, scientific, and management services are occupations requiring a reasonable degree of training, qualification, or skill to perform the duties involved. It is the purpose of this list to set forth the important occupations in technical, scientific, and management services which must be filled by persons capable of performing the duties involved, in order that the activity may be maintained efficiently. This list is confined to those occupations which require six months or more of training and preparation.

4. In classifying registrants employed in these activities, consideration should be given to the following:

(a) The training, qualification, or skill required for the proper discharge of the duties involved in his occupation;

(b) the training, qualification, or skill of the registrant to engage in his occupation; and

(c) the availability of persons with his qualification or skill, or who can be trained to his qualification, to replace the registrant and the time in which such replacement can be made.

CRITICAL OCCUPATIONS

Technical, Scientific, and Management Services

Boiler inspector
Biologist
Certified Public Accountant
Chemist
Editor, technical and scientific publications
Engineering draftsman, design
Engineer, professional and technical
Instrument maker
Labor relations representative
Machinist
Manager, technical and scientific publications
Metallurgist
Physicist
Safety inspector
Tool maker

Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. The replacement tables urged on industry by the Selective Service System provide for the listing of employee registrants performing similar work in the order that presumably will determine their order of induction. Do you anticipate trouble from organized labor on the ground that companies are using these tables as a device for ridding themselves of union "troublemakers"?

The prevailing opinion is that no particular trouble from the unions need be anticipated so long as managements apply fixed criteria in the establishment of replacement tables and make it obvious that no personal bias has any weight in determining order of arrangement of names. In a few cases the policy of having a committee, which includes employees, determine the arrangement of names was advocated as a means of proving management's good faith. Several companies that had already reached an advanced stage in the preparation of replacement tables reported that no criticism from unions had been encountered. Any chance of opposition was prevented in some cases by listing employees in occupational groups strictly according to their draft order numbers. However, a few companies anticipated difficulties with unions when someone prominent in union activities was placed near the head of his list. Comments on this point included the following:

> It is anticipated that there may be some trouble from organized labor if by chance shop stewards or grievance men are among the first to be called. As a practical thing, such individuals will very likely be low on the list in that they very often hold comparatively unimportant positions and little justification can be made for retaining them. As an interesting sidelight, during recent contract negotiations, the union demanded a list of all men who had been deferred and thereafter wanted prior notification of all men for whom the company was going to file a 42-A. Naturally this request was refused.

> If the labor relations atmosphere is one in which both sides breathe freely, there should be no great problems. As a matter of fact, advisory participation of union shop committees or labor-management committees in establishing schedules can have two desirable results:

a. A better job may be done on the schedules themselves, since members of such groups frequently have an amazing amount of practical information on such subjects as training time required for a particular job, and,

b. Problems of discrimination or favoritism, which can cause much turmoil even when they do not exist or are greatly magnified, are neatly resolved through the participation of *bona fide* employee representatives.

As an illustration, the tough problem of approving employees' applications for supplemental gasoline rations and for tires has been here left to a sub-committee of three labor members of our labor-management committee. No member of management has ever attended meetings of this sub-committee, and yet the job done has resulted in special compliments to our vice president from local boards, and in an almost complete absence of so-called "morale" problems among employees, because of their knowledge that their own fellow workers are making the decisions.

I believe that if the company sets the order in which employees will be inducted we will be in trouble; but if employees within a job classification are listed by order number, we can evade trouble.

It has been my privilege to sit in some small groups for the purpose of discussing the Manning and replacement tables. At this moment these groups are not entirely clear on the operation of these devices. The steel industry is, therefore, waiting further developments before proceeding with the plan. I have had no indication from any of the companies who have already started this plan that the union is objecting to them. However, I can see that when the plan becomes more general there may be some of the criticism implied in your question.

POINT 2. Sometimes state laws require rest periods for employed women under certain conditions. Dissatisfaction has been reported when women are employed and paid men's rates if their rest periods are longer than those given men. Are you familiar with any experience in granting definite rest periods to men and the effect on output, absenteeism, etc.?

Comments on this question were for the most part indications of interest in the subject, rather than experience. Some companies as yet employ no women, or very few, and provide rest periods neither for them nor for men employees. In a few cases state laws require rest periods for women but none was granted to men. This fact, however, had not so far resulted in any complaints on the part of male employees. In a few cases both men and women received rest periods and the opinion of the management was that production did not suffer thereby. Comments from various types of companies are given below:

We have had considerable experience in this matter over the years in our can-filling and can-making operations. Here we have found that providing a skilled man to relieve the key men whose jobs are more difficult than average works out in a very satisfactory way. Relief provided in this manner does not require stopping or changing the flow of operations and the men relieved drop back into the rhythm of the other workers and thus the pace and efficiency of operations are maintained. The relief man, being skilled in several jobs, can be used to substitute for key men when they are out sick, so that interruptions and consequent losses of production are reduced to a minimum. On most of the work where men are paid a basic day rate only, we find no formal relief plans are required as the nature of the work as well as human nature make the required adjustments automatic.

Many exhaustive studies have been made by the leading industrial engineers throughout the country dealing with fatigue. It has generally been established that fatigue occurs to greater or lesser degrees in different industries, but it has also been generally conceded that rest periods, both for men and for women, have greatly increased efficiency. The law specifically states that women, where employed in men's jobs, be paid men's rates for equal production. If the women, because of requiring longer rest periods due to fatigue, are not able to produce equally with men, then a rate adjustment can be made without any law violation. We grant both our men and our women employees ten-minute rest periods in the morning and afternoon. As a further observation, I do not believe that the lack of rest periods has any bearing on absenteeism.

We are gradually building up with woman labor in some of our production departments. The women production workers on eight-hour shifts are given a 30-minute rest period at noon, and are paid for 7½ hours. In departments where they are operating three eight-hour shifts, the men are allowed a 15-minute lunch period and are paid for eight full hours. All employees are, of course, permitted personal time off, but no definite rest periods are provided for except as outlined above.

The Pennsylvania Women's Law requires that females be given half-an-hour rest period between the third and fifth hours of employment. Thus they are able to work only seven and one-half hours out of an eight-hour turn. In most of our operations, especially continuous operations, no regular lunch periods are provided and the men take their lunch as opportunity presents itself. Very recently we received a grievance from the union demanding that the women who work only seven and one-half hours be paid for eight hours of work. Such demand will be refused. In general, we believe that rest periods are beneficial to employees, but we would point out that in many instances where lunch periods are in effect employees eat their lunch at other times and use the half-hour lunch period for purposes other than eating.

There is no experience in this area upon which valid conclusions can be based, but almost everyone is concerned with the problem. Some people report that rest time for women is accepted as necessary by the men with-

out complaint, but that men and women work so closely together that production is disrupted during the women's rest period.

Opinion seems to indicate that the best solution, for a combination of reasons, is to treat all employees alike.

It is true that state laws that we have in Wisconsin make it a bit difficult to work men and women in the same department on the same shift because of the rest periods that are required under the law for women. When you are working twenty-four hours a day, seven days a week, length of rest periods have only one effect, and that is lowering of production. We, like all others, I guess, have found that absenteeism among women employees is greater than among the men.

Practically all of our men and women are given three five-minute rest periods in the course of a normal eight-hour day. If overtime is worked, the rest periods carry on five minutes after every two hours worked. We have always believed in rest periods, particularly where people are working on moving conveyors. We find that the people invariably make up the production loss in the time required to take their rest period. In most of our departments, men and women are working together and to have different length rest periods would result in a lot of confusion.

We have a ten-minute rest period in the first half of the shift and another ten-minute rest period in the second half of the shift for both men and women. Our experience with this has been highly satisfactory. All hourly employees participate in these rest periods.

POINT 3. It has been a custom in many companies to give Christmas and year-end bonuses to employees when the year's operations have justified such a procedure. Washington has ruled that such payments this year would not violate wage and salary stabilization if such a policy had been followed in the past. Are such bonuses being planned in your locality, and, if so, do you know whether they will be paid in cash, war bonds and stamps, or tax anticipation bonds?

Replies to this question presented overwhelming evidence that, in the main, companies this year were adhering to whatever had been customary in the past. Where year-end bonuses had been granted in years when financial conditions permitted the practice, companies were granting them this year. Almost universally, payments were being made in cash, although in two instances reported the payment was in war bonds. Amounts ranged from $5 per employee to varying percentages of annual earnings. Comments on this question included the following:

For many years we have always given Christmas and year-end bonuses. We are continuing to pay them this year and are paying them as always in cash. We have sent, however, two separate letters to our employees urging them to use the largest part of the bonus they can afford to spend for that purpose for the purchase of war bonds and to be certain that they also buy enough tax anticipation warrants to take care of their 1942 income tax, so that if they see fit they can follow this advice. We have never favored any particular effort to tell our employees how they should spend their money, but have varied from this definite rule to the extent of urging them to buy bonds and anticipation tax warrants.

As far as I can ascertain, the usual bonuses are being planned in this locality and are being paid in cash. Our company has always paid a Christmas bonus in cash and this year no exception has been made. This has been based on the theory that this was money earned by the employee and we, as a company, have no right to tell the employee how to spend this bonus. With concentrated drives being made nation-wide for subscriptions to war bonds through salary deduction plans, we feel that it would work a hardship on the employee to ask him to also accept his bonus in war bonds, stamps, or tax anticipation bonds.

Wage and Salary Stabilization

SUMMARY OF WLB GENERAL ORDERS

THE THREE months through which the government's wage and salary stabilization program had progressed by the end of December, 1942, might be termed a period in which the groundwork had been laid for controlling inflation. Although many employers may feel that it was a period of considerable confusion, it can at least be said that questions of jurisdiction between the National War Labor Board and the salary stabilization unit under the Commissioner of Internal Revenue were definitely settled and delegation of authority was granted by the WLB to a number of government agencies.

Twenty-five basic general orders and five supplemental orders were issued by the WLB between October 7, 1942, and December 31, 1942—Nos. 13A and 17 to 25 during December. The subjects covered by these orders are shown here in summary form:

1. WLB wage directives prior to October 3

1A. Extends Order No. 1 to salaries subject to the WLB

2. General policy on wage stabilization
3. WLB approval of voluntary increases effected prior to October 3
4. Exempt status for employers of not more than 8 persons
4A. Tool and die makers excluded from Order No. 4
4B. Modifies Order No. 4 by limiting exempt status to one 12-month period
5. Individual wage adjustments within given rate-ranges and under reclassifications, incentive plans, trainee systems, and service plans
6. Freezing wage-rates on job classifications
6A. Extends Order No. 6 to salaries under the jurisdiction of the WLB
7. Relation to Fair Labor Standards Act and state laws similar thereto
8. Exempt status for territories and possessions other than Alaska
9. Jurisdiction of the WLB. Exempt status for employees of the United States and political subdivisions thereof
10. Bonuses, gifts and commissions continued
11. Review period ending December 1, 1942
12. Non-statutory compensation in states and political subdivisions
13. Wage stabilization on government building construction contracts
13A. Supersedes Order No. 13
14. Civilian employees of War Department
15. Decisions of arbitrators
16. Wage rates of women performing work similar to men's jobs
17. Employees of the Office of Price Administration
18. Civilian employees of the Navy Department
19. Employees of the Federal Reserve System
20. Employees of the United States Employment Service
21. Employees of the Department of Interior
22. Cost-of-living pay adjustment agreements
23. Pay adjustments in Alaska
24. Employees of the Department of Agriculture
25. Employees of the Tennessee Valley Authority

On December 14 General Order No. 13, relating to wage stabilization in connection with government building construction was revoked and Order No. 13A superseded it. Section D2 of the latter order provides in effect that if a member of the Wage Adjustment Board (building industry) dissents from a ruling he may refer the ruling to the WLB for review. Section E provides for monthly reports to the WLB and Sections F and G establish certain rules in connection with the Office of Price Administration.

A special arrangement[1] of the main provisions of the nine new General Orders issued by the War Labor Board during December follows:

17. Power is delegated to the Regional Directors of the War Labor Board to approve changes in pay scales of personnel of the Office of Price Administration. The Office of Price Administration is authorized to handle the pay adjustments previous to being certified by the Regional Directors in accordance with instructions set forth in Field Administration Letter No. 7, Revised Supplement No. 1.

This procedure will apply to all new appointments, promotions, demotions, transfers and replacements.

18. Authority over pay adjustments of civilian employees employed directly by the Navy Department in the United States and Alaska is delegated to the Secretary of the Navy and will be exercised by the Office of the Assistant Secretary of the Navy (Navy Department Agency).

Copies of rulings of the Navy Department Agency shall be transmitted to the Review and Analysis Division of the WLB. These rulings shall be final except that they are subject to the ultimate power of review and modification (non-retroactive) of the WLB.

19. Authority over pay adjustments of employees (non-statutory pay basis) of any of the twelve Federal Reserve Banks is delegated to the Board of Governors of the Federal Reserve System.

A certificate initiated by a Federal Reserve official authorizing a pay adjustment will be accepted by the WLB as sufficient evidence of the propriety of the adjustment but will be subject to modification (non-retroactive) by the WLB. The certificate shall be transmitted first to the Board of Governors of the Federal Reserve System and then, together with four copies, shall be filed with the Joint Committee on Salaries and Wages, Room 5406, Department of Labor Building, Washington, D. C. It will be forwarded by this Committee either to the WLB or to the Commissioner of Internal Revenue, according to the jurisdiction involved.

Pay adjustments under this procedure shall be kept in line with prevailing levels of compensation for similar services in the same area.

20. Authority over pay adjustments of employees (non-statutory pay basis) of the United States Employment Service, including its state administrative offices, is delegated to the officials of the Employment Service. A certificate by an appropriate official will be accepted by the WLB as sufficient evidence of the propriety of the adjustment, subject to modification (non-retroactive) by the WLB.

The certificate, together with four copies, shall be filed with the Joint Committee on Salaries and Wages, Room 5406, Department of Labor Building, Washington, D. C. It will then be forwarded either to the WLB or to the Commissioner of Internal Revenue, according to the jurisdiction involved.

21. Authority over pay adjustments of employees (non-statutory pay basis) of the Department of the Interior in the United States and Alaska will be exercised by the Special Advisor on Labor Relations to the Secretary of the Interior (Interior Department Agency).

Copies of rulings of the Interior Department Agency shall be transmitted to the Review and Analysis division of the WLB. These rulings shall be final except

[1] See *The Conference Board Management Record*, November, 1942, and December, 1942, for special arrangement of Orders 1 to 16.

that they are subject to the ultimate power of review and modification (non-retroactive) of the WLB.

Advisory duties and functions of wage boards heretofore constituted by order of the Secretary of the Interior shall continue in effect, particularly those relating to Boulder Dam, Columbia Basin, Central Valley, Parker Dam, and Boulder City.

22. Proposed pay changes under cost of living plans (escalator clauses) must be submitted to the WLB for approval. Where such proposed adjustments prove to be contrary to the "15% formula" the cost of living agreements will be considered non-enforceable.

23. Authority over pay adjustments relating to persons within the Territory of Alaska is delegated to the Territorial Representative of the Wage and Hour and Public Contracts Division of the United States Department of Labor.

The National War Labor Board Advisory Board for Alaska (Alaska Advisory Board) consisting of nine members representing employers, employees, and the public, appointed by the WLB, will handle appeals from rulings of the Territorial Representative. Copies of rulings of the Territorial Representative shall be transmitted to the Alaska Advisory Board. These rulings will be subject to the ultimate review and modification (non-retroactive) of the WLB.

24. Authority over pay adjustments of employees (non-statutory pay basis) of the Department of Agriculture in the United States and Alaska is delegated to the Secretary of Agriculture and will be exercised by the Director of Personnel of the Department of Agriculture (Agriculture Department Agency).

Employees affected include those under the Agricultural Conservation Committee, Farm Credit Administration, and those engaged under cooperative agreements and in the administration of marketing agreements, orders and licenses.

Rulings of the Agriculture Department Agency shall be transmitted to the Review and Analysis Division of the WLB in the form of monthly reports. These rulings shall be final except that they are subject to the ultimate power of review and modification (non-retroactive) of the WLB.

25. Authority over pay adjustments of employees of the Tennessee Valley Authority is delegated to the Board of Directors of the TVA.

Copies of rulings of the TVA Board of Directors shall be transmitted to the Review and Analysis Division of the WLB. These rulings shall be final except that they are subject to the ultimate power of review and modification (non-retroactive) of the WLB.

E. S. Horning
Management Research Division

Personnel Practices

Dramatizing the Effect of Absenteeism

Company managements are displaying considerable ingenuity in trying to impress employees with the effect upon production of the aggregate days lost through absenteesim. One such method was recently reported by the California Shipbuilding Corporation.

At an ironical celebration one noon, the keel of a slave ship, "The Absentee," in the form of a long black piece of plywood, was laid in the presence of large numbers of employees. Addresses were made by men representing Hitler, Hirohito and Mussolini expressing their joy that, as a result of absenteeism during the past fourteen months, twelve cargo ships that should be sailing the sea have not been built. In his speech, "Hitler" announced that the Absentee Workers Association has 2,000 men laying off the job every day, with the result of nearly five million man hours lost. "That," he said, "is the equivalent of not building twelve freighters for the United States and is the same thing as providing the Axis with the same amount of merchant shipping." The man representing Mussolini stated that to become a paid-up member of the gang in good standing an employee only had to lay off the job a day or two. Oratory from "Hirohito" was made difficult because he had trouble with a mouthful of store-made buck teeth.

At first the thousands of yard workmen were vastly amused by the satire; when they returned to work they were not laughing.

New Employee Savings and Retirement Plan

Following several years of study of different types of pension plans, Sylvania Electric Products, Inc., announced the adoption of an Employee Savings and Retirement Plan, effective December 28, 1942. The plan sets up a schedule of pensions for long-service employees upon retirement and payments to members leaving the company. The plan provides for employer-employee contributions and is administered by a special Savings and Retirement Committee. For the first time in the history of the company, member employees will share in the profits.

Especially important to women employees are the payments given in the event of voluntary resignations. Women who plan to leave the company to marry will receive benefits, but, of course, they will not be as large as those received by members who work until retirement age.

For the duration, all employee contributions into the pension fund will be invested in United States War Bonds. All monies deposited by the company under the plan will be placed in an irrevocable trust. The company is also providing funds for past-service pensions.

Income-Stability Plan

The Badger Carton Company has introduced an Income Stabilization Plan to bring stability of income to as many of its employees as possible and thereby overcome the uncertainty caused by unpreventable fluctuations in employment. The salient features of this plan are as follows:

The funds to the credit of each employee are held in two accounts: (1) a "current account" and (2) a "reserve fund." At the beginning of each employee's participation, the company deposits in his reserve fund an amount equal to two weeks' pay (forty-hour week at regular pay). Individuals under the plan are paid weekly at the rate of thirty-eight hours at the employee's regular rate, regardless of the number of hours worked, as long as there is a reserve in his account. The difference between the amount actually earned and the amount paid to the individual (thirty-eight hours' pay) is credited or debited to his current account.

At the end of each six-month period the current account of each employee is closed out. If there is a credit balance due an employee, one-half is paid in cash and the remainder, together with an equal amount contributed by the company, is transferred to the individual's reserve fund. If there is a debit balance in the current account, it is charged against his reserve fund. The liability of the company is limited to the employee's net balance in the current account and reserve fund.

The plan is administered by a plant committee consisting of the general manager, superintendent, and not more than two employees in supervisory positions. Any employee with five years' consecutive employment with the company is eligible to join the plan, if nominated by the Income Stabilization Plan Committee and if he wishes to subscribe to it. The Committee nominates employees for the plan entirely on the basis of merit.

Revised Life Insurance Coverage

The Eastman Kodak Company has liberalized its group life insurance program to permit employees with six months' service or more to purchase additional insurance coverage equivalent to one-half year's normal salary in addition to the insurance equal to one year's salary now available to them. Under the former plan, only employees with five years' service were eligible to purchase life insurance equivalent to one and one-half year's salary. The employee's contribution is 6¢ per month per $100 coverage. The revision in the plan became effective January 1, 1943.

Training Through Motion Pictures

Boeing Aircraft Company has organized a Motion Picture Department which operates with much of the equipment found in the finest commercial motion picture establishments. Its personnel includes specialists in photography, script writing, art work, production direction, film editing, sound recording, film developing, and voice commentary.

When used as a supplement to regular training methods, motion pictures of job techniques taken in the plant by Boeing's own employees provide an effective method of training production workers. This visual training is especially valuable in a mass production plant which must hire and train large numbers of unskilled workers.

Another effective use of these company films is the training of Army mechanics at the battle fronts. The importance of this training cannot be over-emphasized because it is essential that the Army's field maintenance force learn with the utmost speed the many fine points of maintenance and repair work on the famous Flying Fortresses.

Christmas Bonuses

Christmas and year-end bonus payments were in a doubtful status this year until about mid-December owing to the government's wage and salary stabilization program. Official rulings then clarified their status by pointing out that, in general, companies that had paid such bonuses previously could pay them this year on a similar basis.

Details in connection with 1941 Christmas bonuses paid by fifty companies were shown in the December, 1941, issue of *The Conference Board Management Record*. Announcements of similar 1942 payments were made by many companies during the latter half of December. Companies making these announcements include: Aetna Life Affiliated Companies, Armstrong Cork Company, American Optical Company, Best and Company, Bank of America, A. S. Beck Corporation, Bond Clothing Stores, Bonwit Teller, Colgate-Palmolive-Peet, Dennison Manufacturing Company, John Eichler Brewing Company, Emerson Radio and Phonograph Corporation, The Farmers and Merchants National Bank of Los Angeles, Gannett Company, Inc., W. T. Grant Company, Great Atlantic and Pacific Tea Company, Haloid Company, Hart Smith and Company, Kohler Company, Kroger Grocery and Baking Company, Lincoln Electric Company, Loew's, Inc., Package Machinery Company, Republic Aviation Corporation, Schick, Inc., Singer Manufacturing Company, Simonds Saw and Steel Company, Schenley Distillers Corporation and Sylvania Electric Products, Inc.

Questions and Answers

Question: Should the company or the union pay union stewards for time spent in connection with settling employee grievances? Is there any legal ruling on this question?

Answer: The theory in the past has been that the union steward's service in adjusting grievances is of equal benefit to the union and the company and therefore the company should pay for such time. This concept was upset on January 2, 1943, by an opinion of the National War Labor Board in the case of Niles-Bement-Pond Company (Pratt and Whitney Division). It was stated, in effect, by the Board that the union, not the company, is the proper party to pay for this service. This opinion, with which the labor members of the Board concurred, overruled the recommendation of its mediation panel which followed the older theory.

Question: We have heard that there is a new three-Shift arrangement known as the Red, White and Blue shift Schedule. What sort of schedule is it, what are its advantages and what companies are following it?

Answer: This shift schedule is the one proposed by Dr. Nathaniel Kleitman, Associate Professor of Physiology in the University of Chicago, and publicized recently by the United States Department of Labor in a leaflet called "Arranging Shifts for Maximum Production." Following is a summary of the plan:

Red (sunset) shift—noon to 8 p.m.; evening and early night free for leisure; sleep from 1 a.m. to 9 a.m.

White (victory) shift—8 p.m. to 4 a.m.; afternoon and early evening for leisure; sleep from 5 a.m. to 1 p.m.

Blue (dawn) shift—4 a.m. to noon; leisure in the afternoon; sleep from 7 p.m. to 3 a.m.

The advantages claimed for this arrangement include: small displacement of customary sleeping hours, elimination of afternoon sleeping, and avoidance of shift changes during community rush hours. There is no record of company experience with this shift arrangement as a check on the advantages claimed.

Question: What requirements must a company fulfil in order to qualify for the Army-Navy "E" Production Award?

Answer: In connection with the Armstrong Cork Company's Army-Navy "E" presentation ceremony at Lancaster, Pennsylvania, on November 30, H. W. Prentis, Jr., president of the company, summed up the requirements as follows:

> The significance of this honor will be explained by the representatives of the Army and Navy themselves. I do wish to emphasize, however, that while quality and quantity of production are of prime importance, there are also taken into consideration by the Army and Navy Boards eight other vital standards of performance: (1) the degree to which available equipment has been fully utilized; (2) the avoidance of stoppages in production; (3) the maintenance of fair labor standards; (4) the company's spirit in cooperating with the war program as a whole; (5) effective management and engineering skill; (6) the company's record in respect to accidents, health, sanitation and plant protection; (7) the utilization of subcontracting facilities; (8) the training of additional labor forces.

Question: How effective are factory posters in making war workers aware of the vital nature of their contribution to the war effort? Do factory workers like or dislike the type of posters now being used in war plants?

Answer: *Printer's Ink*, October 23, 1942, provides some interesting conclusions obtained from a survey in which researchers talked to 1,046 factory workers in war plants in Connecticut, New Jersey and Maryland about their likes and dislikes regarding war posters. Following is a summary of conclusions gained from the survey:

1. Factory workers like plant posters
2. The positive approach is favored
3. Color and illustration are well liked; plain printing without illustration is least popular
4. Simplicity in design is appreciated
5. Workers do not want too much humor in posters dealing with war production
6. Messages on the posters are remembered long after the posters are taken away

Question: If women employees enlist in the WAAC or WAVES, do companies permit them to participate in their military service policies?

Answer: A recent survey of the policies of 251 companies revealed the fact that 138, or 55%, did not discriminate between men and women entering the armed forces, and that women volunteering in the WAAC and WAVES participated on equal footing with inducted men in any benefits that the company provided under its military service policy. In thirty-seven companies, or 15%, these women were excluded from the plan, while a third of the firms had not as yet developed a definite policy regarding women enlistees.

Recent Trends in the Quit Rate

Except for workers entering the armed forces, the sharp increase in separations in manufacturing industries during 1942 has been almost entirely owing to quits. Reports from twenty-seven industries show that over one-third of those quitting had been employed less than one month and more than one-half of them not over four months. Almost three-quarters of the wage earners quitting were in the lowest wage group and another quarter fell in the middle wage group.

A desire to make more money was the principal reason for quitting—either at higher rates or through the benefit of more overtime. Other reasons were the inability to properly study aptitudes of workers, dissatisfaction with work, and family circumstances.

SINCE the beginning of 1942, separations in manufacturing industry have been increasing at a rapid pace. Such a tendency during an all-out war effort is disturbing since it indicates that, in addition to the usual problem of selecting and training personnel to be added to the forces already producing necessary commodities, replacements must be found for workers leaving.

Table 1 reveals that the principal reasons for advancing separation rates fall under the headings, "Quits" and "Miscellaneous." Discharges have not increased appreciably and lay-offs have declined sharply. Since employees who have been drafted into or have enlisted in the armed forces are included in "Miscellaneous," the increase in this rate is to be expected. Furthermore, the decline in lay-offs nearly offsets the rise in miscellaneous separations.

TABLE 1: SEPARATION RATES—MANUFACTURING, 1942

Source: United States Bureau of Labor Statistics
Per 100 Wage Earners

Month	Quits	Discharges	Lay-Offs[1]	Miscellaneous[2]	Total
January	2.36	0.30	1.61	0.83	5.10
February	2.41	0.29	1.39	0.73	4.82
March	3.02	0.33	1.19	0.82	5.36
April	3.59	0.35	1.31	0.87	6.12
May	3.77	0.38	1.43	0.96	6.54
June	3.85	0.38	1.21	1.02	6.46
July	4.02	0.43	1.05	1.23	6.73
August	4.31	0.42	0.87	1.46	7.06
September	5.19	0.44	0.68	1.79	8.10
October	4.65	0.45	0.78	2.03	7.91

[1]Including temporary, indeterminate, and permanent lay-offs.
[2]Military separations included.

It follows, therefore, that the rise in quits is the major factor. Between January and September, they more than doubled; in October they showed a slight decline. In order to determine the reasons for this change and its significance in the war effort, THE CONFERENCE BOARD questioned the manufacturers who cooperate in its regular monthly surveys of earnings and hours in twenty-nine manufacturing industries. These companies were asked to furnish the following information:

1. What proportion of your quits occur among wage earners who have been in your employ (a) less than one month, (b) from one to two months, (c) from two to four months, (d) over four months?
2. What approximate proportion of these quits fall in the lowest wage group, in the middle wage group, in the highest wage group?
3. Do the same tendencies hold for salaried personnel?
4. What are the causes of increasing quits?

The great majority of those who replied were able to furnish specific estimates to questions 1 and 2. These answers are summarized in Table 2. The percentages shown for each industry represent a broadened median of the replies.

Employment in the various companies contributing to the study was considered in determining the medians but no actual weighting system was employed. For the twenty-seven manufacturing industries for which medians could be determined no allowances were made for the employment rank of the industries. October data on quit rates are also shown for purpose of comparison. Where industry classifications for the quit rate did not correspond exactly to those used in this survey, all pertinent data are included.

TENURE OF EMPLOYMENT

Although the number of wage earners who have quit and whose term of employment was less than one month ranged from a low of 16% of all quits in the iron and steel industry to a high of 60% in the lumber and millwork industry, the median for twenty-seven industries of 35% closely approximates the percentages for each industry. An even greater concentration exists around the 14% for those whose employment ranged from one to two months and the 11% for those whose employment ranged from two to four months. For employment over four months a much wider range, extending from 16% in the rubber industry to 66% in the book and job printing industry, was indicated. The high percentage for the book and job printing industry is not surprising when consideration is given to the fact that the great majority of its employees have had considerable training and have been with the individual companies for long periods of time. The lack of de-

marcation between defense industries and industries doing a relatively minor portion of defense work is pronounced. This would seem to indicate a possibility that non-defense industries are losing the same type of worker to defense industries that defense industries are losing to each other.

Wage Groups

The range of percentages of employees who quit in the lowest wage group was from 39% in the petroleum-refining industry to 84% in the paper products industry. The great majority of industries, however, showed percentages closely approximating the median of 68%. A similar situation obtained in the middle wage group where the percentages ranged from 13% in the automobile and book and job printing industries to 43% in the petroleum-refining and shipbuilding industries, with the median at 25%. As might be expected, few of the workers who quit were in the highest wage group, a close concentration around the median of 7% being evident in Table 2. The maximum range was from 2% in the paper products and shipbuilding industries to 29% in the automobile industry.

Table 2: Quits by Tenure of Employment and by Wage Groups
Wage Earners in Manufacturing Industries

Source: The Conference Board

Industry	Quits per 100 Employees October, 1942[1]	Tenure of Employment				Wage Groups		
		Under 1 Month	1–2 Months	2–4 Months	Over 4 Months	Lowest	Middle	Highest
Agricultural implement	2.92	22%	11%	16%	51%	53%	40%	7%
Automobile	2.92	42	10	9	39	58	13	29
Boot and shoe	5.68	34	11	10	45	50	29	21
Chemical	4.02	25	11	15	49	71	23	6
Cotton—North	6.58*a*	43	7	8	42	57	36	7
Electrical manufacturing	3.17	28	15	16	41	72	22	6
Furniture	7.22	50	13	12	25	70	25	5
Hosiery and knit goods	5.25	22	23	14	41	50	40	10
Iron and steel	3.33	16	10	12	62	46	34	20
Leather tanning and finishing	4.29*b*	40	11	9	40	74	18	8
Lumber and millwork	*c*	60	16	7	17	75	20	5
Meat packing	8.65	38	23	14	25	67	28	5
Paint and varnish	6.45	35	13	2	50	75	15	10
Paper and pulp	5.88	40	15	5	40	67	29	4
Paper products	6.78*d*	35	16	15	34	84	14	2
Printing—book and job	3.80	22	6	6	66	80	13	7
Printing—news and magazine	1.56	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Rubber	*e*	58	19	7	16	68	25	7
Silk and rayon	6.14	26	26	17	31	67	20	13
Wool	4.35	44	15	12	29	51	39	10
Foundries and machine shops								
1. Foundries	5.15*f*	39	14	13	34	58	30	12
2. Machines and machine tools	3.64	37	13	15	35	70	24	6
3. Heavy equipment	2.01*g*	40	21	11	28	49	36	15
4. Hardware and small parts	*h*	30	14	16	40	69	26	5
5. Other products	*i*	31	21	20	28	73	22	5
Cement	4.21	32	14	11	43	76	14	10
Petroleum refining	2.04	24	10	14	52	39	43	18
Aircraft	4.41	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Shipbuilding	5.39	28	18	19	35	55	43	2
Median Percentages	....	35	14	11	40	68	25	7

[1]United States Bureau of Labor Statistics.
*a*Cotton manufacturing
*b*Leather goods
*c*Planing mills, 7.50; sawmills, 6.33.
*d*Paper boxes
*e*Rubber boots and shoes, 8.56; rubber tires and tubes, 4.36.
*f*Foundries and machine shops.
*g*Engines and turbines.
*h*Hardware, 5.69; tools (n.i. edge tools, machine tools, etc.), 4.64; firearms, 4.50.
*i*Stoves, 6.07; structural and ornamental metal works, 6.24; aluminum and magnesium products, 5.27; brass, bronze, and copper products, 5.17; steam and hot-water heating apparatus, 4.07.
*n.a.*Not available because no central tendency was indicated by reports received.

Salaried Personnel

In response to the question of whether or not the same tendencies which were shown for wage earners held for salaried personnel, nearly all reports indicated that they did not. The experience of most companies was that they were having little or no difficulty with the quit problem among their salaried workers. Companies reporting the contrary mostly belonged to the chemical, electrical manufacturing, hosiery and knit goods, paint and varnish, book and job printing, and petroleum-refining industries.

Causes of Quits

To determine the causes for increased quits, The Conference Board suggested under question 4 the following reasons:

a. The inability to properly study aptitudes of new workers under an ever-increasing production program.

b. The desire of workers to secure higher wage rates by shifting to other jobs.

c. The inclination of workers to seek employment where they might work longer hours for a greater overtime return, or shorter hours which will prove less fatiguing.

Companies were also asked for a statement of any other prevalent reasons.

An analysis of replies reveals that more than 50% of the companies had observed that (b) was one of the major causes of quits and the majority of these companies indicated that it was the outstanding reason. Nearly 25% of the reporters referred to cause (c) as a major factor and about 10% referred to cause (a).

Other reasons for quits in the order of their frequency of mention were:

1. Dissatisfaction with work (including return to former employer, lack of training, working conditions, etc.)
2. Family circumstances
3. General restlessness

4. A better job, especially with war contractors and government bureaus
5. Ill health
6. Transportation problems
7. Return to school
8. Changed residence
9. Return to farm
10. Inadequate housing

Of those companies citing miscellaneous reasons, 20% referred to (1); 19% to (2); 15% to (3); and 11% to (4).

Quotations

The following quotations are from letters received from representative companies in various industrial classifications and were especially selected to reflect the general tendency shown for the industry.

Agricultural Implements

"We are hitting the bottom of our available supply of satisfactory male factory workers. Most of those we are hiring are marginal workers who have some difficulty in adjusting themselves to factory work. People who have been in business for themselves, salesmen and those previously unemployed or employed on the WPA cannot adjust themselves easily to the requirements of factory work. Despite our leniency and efforts to assist them, these workers find factory work too difficult or not to their liking. Many of them leave after a trial period."

Boots and Shoes

"Undoubtedly a certain proportion of the quits occur because of the lack of necessary time to properly study the aptitudes of the new workers, but a much larger percentage, in our opinion, are occasioned by the general restlessness being displayed by untrained workers. A great many of them are desirous and hopeful of slipping into some semi-skilled and skilled jobs with out the formality of undergoing necessary training for proper qualifications, and this has kept quite a number of this type of employee on the move from one job to another."

Chemicals

"In our judgment the cause for the high turnover rate of labor today, at least in our company, is due to the fact that the applicants we get are largely of a shifting class of people."

"The type of work wherein most of the 'Quits' is sustained is extremely hard though relatively compensated. After trying the job many of the men decide that they can earn about the same money in the shipyards or similar places with much less effort, and in many cases without having to work continuously during their working hours."

". . . the wish to get into full-time 100% war work in order to secure draft deferment."

"The necessity for working nights is perhaps the one biggest single factor for our increased labor turnover. This is particularly true where it has been necessary to hire a large number of women to replace military losses. Many women have difficulty becoming accustomed to the night work and a number leave during this adjustment period."

Rayon and Allied Products

"High wages paid by cost-plus contractors. Steady deteriorating quality of applicants who do not have much aptitude for any kind of work. General opinion is that it is not necessary to do a day's work for a day's pay."

Cotton—North

"What we are really doing is turning over and over a fringe of semi-unemployables who are about all that are available in the way of new help at the present time. We doubt if they better themselves materially or expect to do so when they go from one job to another."

Electrical Manufacturing

"It appears that a great number of our quits have worked only one to two days. Apparently they come in to look over the prospects of large earnings and if such prospects seem unfavorable they quit and usually without notice."

"One cause responsible for a number of quits is the high rate of pay offered by government departments and certain concerns with government contracts to employees with what would ordinarily be considered rather slim qualifications."

"Another factor, which is probably the most important of all, is the fact that there is no longer much of a labor supply to choose from, consequently it is now a case of taking what is available and hoping that the results will be a pleasant surprise, although not actually expecting it in many cases."

Furniture

"Too many 'help wanted' advertisements in the daily papers keep the men restless and they look for other jobs."

"The prime reason for this turnover has been the establishment of a government-owned and operated munitions plant within easy commuting distance . . . A skilled woodworking technician may start as a common laborer in these plants at about the same rate or higher than he received at his highest skill in a small town woodworking plant. OPA price regulations have prevented us from being able to raise our wage costs high enough to successfully compete with government defense plant wages."

Hosiery and Knit Goods

"We employ many girls and women who leave their jobs whenever their husbands earn fairly well, or when they must take care of or bear children."

Iron and Steel

"Curtailment of operations in certain departments because of governmental directives to make certain prod-

ucts result in less working time in curtailed departments. We find that when, because of such curtailment, men in one department are asked to work in another department at lower rates they refuse and say they prefer to go elsewhere in the district to secure jobs at higher rates."

Leather Tanning and Finishing

"We are located in the midst of a steel-producing center, which is largely on defense work, and with the proximity to a new government arsenal and a reconsignment and warehouse center there has been considerable pirating, which has already drawn the attention of Washington, and which we believe to be a contributing cause of the quits reported by our organization."

Lumber and Millwork

"We have had a high percentage of our unskilled help leave to work for contractors who have been building Army camps and defense projects in the vicinity. For this work they received two or three times the rate of pay which is customarily paid for unskilled help in our industry. These laborers, after the contracts are completed, do not return to us because they have been in the habit of receiving such large pay that they would rather not work at all than work at their old rates."

"Some of them went for higher pay alone and others to see the country while they could make good money in doing it."

"Of course, certain jobs need filling more often than others and in finding men, when men are scarce, the condition becomes desperate. The man who does the hiring has had years of experience and does his best to fill the jobs with what comes along. His hair is graying fast, a hollow look has crept into his eyes, and occasionally he babbles about brooks running through trees and meadowy slopes on mountains."

Meatpacking

"It should go without saying that a small, independent slaughterer and packer in the state of——— can't pay the ridiculously high wages that have been and are being paid in ——— shipyards. Other workers in war industries in ———, such as shoe and textile workers, get no such wages as are paid in shipyards."

Paint and Varnish

"We have been to a large extent on war work throughout the year, and our yearly wage average is a favorable comparison even with our most highly paid war plants for the reason that we never have lay-offs and most of them do."

"In conducting exit interviews with these people who are leaving our organization, we find that those who leave for other jobs do so because of the opportunity to earn higher wages through, in most cases, additional overtime rather than increased hourly rates."

Paper and Pulp

"We are among the unfortunates who are classified as being a non-essential industry. Therefore, our wage scale can not compete with others who are doing war work."

"A large proportion of the people we are employing today have never worked in a factory before. They either do not know how to work or don't want to work, and unfortunately the large proportion of those that quit have done so without any notice to us and without any reason to our knowledge."

"We are only 20 miles from three shipyards."

Paper Products

"We can only say that the whole situation as far as man power is concerned is a very great problem to manufacturing companies who are not entirely on war work, because it is impossible for a business such as ours to pay the wages now established in war industries and government positions."

"A couple of months ago we placed our office on a 44-hour basis and through the overtime thus earned by our employees their incomes are not too far out of line with those being earned in shipbuilding companies. Since the inception of this plan the turnover in our office has been reduced considerably."

Printing—Book and Job

"Our experience is based on the fact that our group is a small one. Our workers are skilled and have been probably paid in the average above the normal going-rate in other plants. They have been kept on even when work was slack and in general the work room has been run on a 'family' basis of fair play. The men are reluctant to leave for the greater but uncertain duration pay of war industries. Quite a number remember disastrous experiences of World War I."

Printing—News and Magazine

"Our mechanical help is of course all union, and our female office help averages somewhat over $120 a month. We endeavor at all times to prevent any secession from work due to insufficient remuneration."

Rubber

"My personal comment is that a great majority of the 70% of people who quit within a month are people who are looking for the easiest job for the most money. In one example, I was able to trace one man's shifting of jobs and found that he had had four jobs with four different companies in an eight-week period. At present he is unemployed."

"You may be interested to know that in our experience the turnover percentage for women has been running three times higher than men. Absenteeism is running nearly double its normal rate and the percentage for women is twice the percentage for men. I believe that a

national emergency such as the present war is bound to bring out the best in some people and bring out the worst in others. We have many employees who are sticking to their jobs and who are here day in and day out. The attendance and turnover problem operates like a whirlpool in a pond. It occurs among a smaller percentage of the people but it keeps turning over and thereby affects the entire group."

Wool

"In our area, with several large 100% war plants attracting patriotic workers, the situation has been materially improved by those plants agreeing mutually only to hire workers who have a signed release from their former employment."

"Second cause for the turnover seems to be largely with women who are being trained in spinning and weaving. Those that are further along in age find it hard to adapt themselves to this type of work, and a good many of the younger girls feel that there are easier ways of making a living than in these occupations, although the pay in both of them is very good in comparison to work in stores, etc."

Foundries

"The largest reason for quitting is physical inability to perform the tasks, as a malleable foundry is hard, hot, dirty work without any mechanization."

"There is another cause for quits which we believe accounts for a considerable number—namely, the type of employees which we have been obliged to take in recent months because of the scarcity of labor. Many of these men are of the migratory type and work a few weeks at one plant and then having accumulated a little cash lay off for a while and then get a job somewhere else."

Machines and Machine Tools

"When they learn a few fundamentals of machine operation they quit and apply at other machine shops as first-class men. The amount of experience in this class is from two to six months. These men move from one plant to another, always asking for more money. It is the same men who cause resentment among the experienced help."

"Frankly, our problem out here is largely a shipyard problem, with all the evils attending the rapid increase in their payrolls, together with the large amount of overtime and higher classifications for work."

"As there are no skilled men available, we are obliged to train practically every one whom we employ, and because of the demand for our product, we sometimes put on men whom under other conditions we would not consider for a moment."

"During the last few weeks there has been a tendency of a little higher grade of worker to appear for employment than was the case heretofore and we believe that this is due to the reduction and cancellation of some war orders in this district. In other words, there are men being let out or cut down on hours for the reason that their companies are being curtailed on defense orders and so they tend to move into other jobs."

Heavy Equipment

"Our biggest problem has been the men that we have partially trained. These men can, with the training that we have given them, go elsewhere and receive higher wages than we are paying them as trainees."

"The cause centers around a single manufacturer . . . who not only offers a higher hourly rate but promises prospective employees other inducements such as medical treatment, a pair of new glasses, etc."

Other Foundry Products

"Most quits are younger men under twenty-six, and our experience seems to indicate that it is due to restlessness and a desire to change to other work. Apparently the possibility of their being drafted has taken away their sense of responsibility. With the older men or female help we have had no quitting problem, and since we have been hiring older men or female workers for replacements we have observed a marked reduction in our quits."

"For this reason we are accepting into employment all types of persons, many of whom would not normally come up to our standards. This includes many people who have never worked in a factory before and it seems to frighten them. If we can get them to stay for a reasonable length of time they get over this and become acclimated. We try to help them through this situation during their training period but in spite of our efforts our mortality is high among the newer employees . . ."

Petroleum Refining

"As you know, the hourly rates prevailing in the petroleum industry are as high or higher than those in most other industries, but the average weekly hours, and consequently, the opportunity to earn premium rates and increase the weekly take-out are not as great as in many other industries."

Shipbuilding

"Thirty-two per cent of the terminations are due to lack of capacity and adaptability to meet requirements for any shipbuilding job."

"I would like to say that the . . . policy pursued in Washington with regard to announcements about the drafting under the Selective Service Act has had the result of convincing many of our young men eligible for the draft that if they did nothing about it they would be drafted next week together with the grandfathers and one-legged men. The result has been that a number of them, greater than those who have actually been drafted, have voluntarily quit and enlisted so that they could select their own service. I might add that we shall have

to add almost 50% to our existing force in order to carry out the programs entrusted to us. For the past two months or so our force has been decreasing, instead of increasing as it should, notwithstanding the fact that we have already begun to employ women in productive departments. I have reached the conclusion that a great majority of our future employees will have to be women which in view of the nature of our work necessarily envolves a stupendous problem."

Aircraft

"The problem of proper placement is obviously greater than it ever has been before and gets worse each day. We must take what we can get from a labor supply that is virtually exhausted of experienced factory workers; we must make riveters of salesmen, factory girls of housewives. True, we are trying by means of vestibule schools, on-the-job training and appeals to patriotism to speed up the adjustment of these workers, but some simply won't adjust and as we do not have the limitless opportunities that once existed in aircraft for a newcomer, it is not always possible to shift an individual to a job which appeals to his interest; thus he quits."

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Earnings and Hours in the Agricultural Implement Industry—Revised Series

IN ORDER to facilitate the use of the manufacturing payroll data compiled by THE CONFERENCE BOARD, a summary of the revised averages for one or more industries will be published each month. Earnings and hours will be presented from January, 1939, to date. Indexes of employment, man hours and payrolls, adjusted to the 1939 Census of Manufactures, and of hours worked and actual and "real" earnings will be shown from January, 1935, to date.

The averages shown here for the agricultural implement industry are based upon data from thirty-seven establishments located in ten states. They represent a sample of 60% of the workers engaged in the manufacture of agricultural implements and tractors as shown in the 1939 Census of Manufactures.

EMPLOYMENT, MAN HOURS AND PAYROLLS

The peak level of employment in this industry—157.4% of the 1923 average—was attained in October, 1937. The high point since the outbreak of World War II occurred in June, 1941, when employment stood at 153.5. The November, 1942, level of 144.9 is only 6% below that of June, 1941, and 8% below the October, 1937, peak.

Total man hours, which reflect changes in the average number of hours worked in one week as well as changes in employment, did not reach their high point in this industry until April, 1941. The work week which had averaged only 40.1 hours in October, 1937, rose to 44.5 in April, 1941. This was the greatest number of hours worked in any one week since June, 1930. In November, 1942, total man hours were 3% below the peak level.

Total payrolls, which are influenced by changes in hourly earnings in addition to changes in the length of the work week and in employment, reached their peak level in October, 1942. While both employment and man hours were somewhat below peak levels in that month, hours worked per week averaged 44.3 and higher hourly earnings in that month served to raise total payrolls to new high levels. In November, payrolls were almost 2% below the October peak, partly as a result of curtailed employment. Replacement of both a large number of highly paid skilled male workers and a somewhat smaller number of unskilled male workers by lower-paid female workers was a contributory factor.

EARNINGS AND HOURS

Hourly earnings of all wage earners engaged in the manufacture of agricultural implements averaged $.805 in January, 1939. The outbreak of the war in Europe had no effect upon the earnings of these workers, since they were still at the January level in December, 1939. Their earnings rose to $.825 in December, 1940, and reflected the overtime worked in some of the individual plants. In January, 1941, the workers averaged 41.1 hours weekly and hourly earnings were at the peak level of $.840. Since living costs had risen only 1.5% since January, 1939, "real" hourly earnings, or the purchasing power of these hourly earnings, were greater than in any other month since these surveys were begun. In February and March, organized labor, foreseeing further rises in retail prices, made demands for higher wages through the medium of wide-spread strikes. Since these strikes impeded our defense program which had been initiated the previous June, the National Labor Relations Board issued a directive that the demands be met and a substantial wage-rate increase was granted. Partly offsetting the production losses of the two previous months, an average of 44.5 hours per week was worked in April, 1941, and hourly earnings rose to $.920. Real hourly earnings reached an all-time high level,

TABLE 1: EARNINGS, HOURS, EMPLOYMENT, MAN HOURS AND PAYROLLS IN THE AGRICULTURAL IMPLEMENT INDUSTRY, 1935–1942, ALL WAGE EARNERS[1]

Source: The Conference Board

Index Numbers, 1923 = 100

Year and Month	Hourly Earnings		Weekly Earnings		Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
	Actual	Real	Actual	Real				
1935 January	116.2	143.1	93.3	114.9	80.4	79.8	64.2	74.5
February	116.4	142.3	93.2	113.9	80.0	84.0	67.2	78.3
March	116.5	142.6	93.9	114.9	80.6	88.4	71.3	83.0
April	116.5	141.6	94.2	114.5	80.8	92.9	75.1	87.5
May	120.5	147.0	96.6	117.8	80.2	94.6	75.9	91.4
June	121.2	148.0	98.0	119.7	80.8	97.4	78.7	95.5
July	121.0	147.9	96.6	118.1	79.8	100.6	80.3	97.2
August	121.2	148.0	97.7	119.3	80.6	102.5	82.6	100.1
September	121.6	147.6	97.0	117.7	79.8	105.7	84.3	102.5
October	122.3	148.1	97.6	118.2	79.8	108.4	86.5	105.8
November	122.3	147.3	96.6	116.4	79.0	114.0	90.1	110.1
December	122.1	146.4	97.6	117.0	79.8	116.6	93.0	113.8
Annual average	119.8	145.7	96.0	116.8	80.2	98.7	79.2	94.8
1936 January	121.4	145.7	98.1	117.8	80.8	121.3	98.0	119.0
February	120.1	144.7	96.8	116.6	80.6	124.7	100.5	120.7
March	120.1	145.2	97.7	118.1	81.2	127.3	103.4	124.4
April	120.1	145.0	97.2	117.4	81.0	130.0	105.3	126.4
May	120.3	145.1	96.8	116.8	80.4	128.1	103.0	124.0
June	119.1	142.0	95.5	113.8	80.2	121.6	97.5	116.1
July	120.1	142.6	92.8	110.2	77.2	114.3	88.2	106.1
August	121.0	142.5	95.1	112.0	78.6	108.7	85.4	103.4
September	121.0	141.7	96.6	113.1	79.8	104.9	83.7	101.3
October	121.6	142.7	98.2	115.3	80.8	106.6	86.1	104.7
November	122.3	143.7	99.0	116.3	81.0	111.2	90.1	110.1
December	128.6	150.9	104.2	122.3	81.0	118.1	95.7	123.1
Annual average	121.4	144.4	97.3	115.7	80.2	118.1	94.7	114.9
1937 January	130.2	151.7	105.7	123.2	81.2	124.4	101.0	131.5
February	130.2	151.0	106.4	123.4	81.8	130.3	106.6	138.6
March	131.1	150.5	108.2	124.2	82.4	134.9	111.2	146.0
April	140.5	160.9	115.2	132.0	82.0	141.3	115.9	162.8
May	141.7	161.4	115.8	131.9	81.6	144.4	117.8	167.2
June	142.1	161.7	115.4	131.3	81.2	148.6	120.7	171.5
July	142.6	161.7	114.6	129.9	80.4	148.8	119.6	170.5
August	143.7	162.2	114.9	129.7	80.0	150.8	120.6	173.3
September	143.7	161.1	116.7	130.8	81.2	156.1	126.8	182.2
October	143.7	161.1	116.4	130.5	81.0	157.4	127.5	183.2
November	143.5	162.1	114.1	128.9	79.6	155.0	123.4	176.9
December	144.8	164.5	112.4	127.7	77.6	145.3	112.8	163.3
Annual average	139.7	159.1	113.0	128.7	80.8	144.8	117.0	163.6
1938 January	145.5	167.4	105.0	120.8	72.1	134.1	96.7	140.8
February	145.1	168.5	102.8	119.4	70.9	124.8	88.5	128.3
March	144.6	167.9	106.1	123.2	73.3	124.9	91.6	132.5
April	144.2	167.3	103.9	120.5	71.9	122.1	87.8	126.9
May	145.0	169.2	103.5	120.8	71.3	117.0	83.4	121.1
June	144.2	168.3	98.9	115.4	68.5	109.7	75.1	108.5
July	142.4	166.2	100.5	117.3	70.5	87.4	61.6	87.8
August	141.7	166.1	99.2	116.3	70.1	88.0	61.7	87.3
September	141.4	165.4	99.1	115.9	70.1	76.3	53.5	75.6
October	142.6	167.4	99.1	116.3	69.5	77.8	54.1	77.1
November	144.4	170.1	102.5	120.7	70.9	89.4	63.4	91.6
December	144.2	169.4	104.6	122.9	72.5	95.5	69.2	99.9
Annual average	143.9	167.9	102.1	119.1	70.9	103.9	73.7	106.1
1939 January	144.8	171.0	109.2	128.9	75.4	100.1	75.5	109.3
February	146.0	173.0	109.5	129.7	74.9	106.5	79.8	116.6
March	146.0	173.2	111.1	131.8	76.0	112.4	85.4	124.9
April	145.1	172.3	109.6	130.2	75.6	112.6	85.1	123.4
May	143.9	171.1	108.7	129.3	75.6	106.7	80.7	116.0
June	144.1	172.0	113.1	135.0	78.4	103.7	81.3	117.3
July	145.0	172.2	112.0	133.0	77.2	101.0	78.0	113.1
August	145.0	172.6	109.3	130.1	75.4	100.0	75.4	109.3
September	144.4	169.1	109.1	127.8	75.6	101.3	76.6	110.5
October	144.6	169.5	111.4	130.6	77.0	104.7	80.6	116.6
November	144.1	169.3	113.4	133.3	78.8	112.9	89.0	128.0
December	144.8	171.2	115.5	136.5	79.8	116.9	93.3	135.0
Annual average	144.8	171.4	111.0	131.4	76.6	106.6	81.7	118.3
1940 January	145.1	171.5	115.4	136.4	79.4	123.4	98.0	142.4
February	145.7	171.2	115.4	135.6	79.2	128.3	101.6	148.1
March	145.9	172.1	116.1	136.9	79.6	129.5	103.1	150.3
April	146.8	172.7	116.8	137.4	79.6	127.7	101.6	149.2
May	147.3	172.9	117.1	137.4	79.4	126.3	100.3	147.9
June	147.7	172.7	116.0	135.7	78.6	124.1	97.5	144.0
July	146.9	171.4	115.9	135.2	78.8	121.8	96.0	141.2
August	147.5	172.7	116.7	136.7	79.0	122.3	96.6	142.7
September	147.7	172.3	117.0	136.5	79.2	124.1	98.3	145.2
October	147.7	172.7	117.5	137.4	79.6	126.1	100.4	148.2
November	147.8	172.9	118.2	138.2	80.0	128.4	102.7	151.8
December	148.4	172.8	119.6	139.2	80.6	132.5	106.8	158.5
Annual average	147.1	172.5	116.8	136.9	79.4	126.2	100.2	147.4
1941 January	151.1	175.7	125.3	145.7	83.0	137.1	113.8	171.8
February	151.6	176.1	125.9	146.2	83.0	138.8	102.8	155.9
March	152.2	176.4	127.9	148.2	84.0	105.1	88.3	134.4
April	165.5	190.4	148.7	171.1	89.9	149.5	134.4	222.3
May	163.7	187.3	142.3	162.8	86.9	151.9	132.0	216.2
June	162.6	183.7	140.2	158.4	86.3	153.5	132.5	215.2
July	164.0	184.5	139.7	157.1	85.1	152.7	129.9	213.3
August	167.1	186.9	138.0	154.4	82.6	150.8	124.6	208.1
September	168.2	185.2	139.7	153.9	83.0	151.0	125.3	210.9
October	168.3	182.9	139.1	151.2	82.6	151.3	125.0	210.5
November	168.3	181.2	138.2	148.8	82.0	150.8	123.7	208.4
December	170.0	182.4	134.4	144.2	79.0	149.9	118.4	201.5
Annual average	162.8	182.9	136.6	153.5	84.0	144.0	121.0	196.7
1942 January	171.4	181.4	143.9	152.3	83.8	147.9	123.9	212.8
February	172.3	181.2	147.6	155.2	85.7	146.7	125.7	216.5
March	173.2	180.2	149.5	155.6	86.3	148.8	128.4	222.5
April	174.3	179.5	150.7	155.2	86.5	147.3	127.4	222.0
May	178.1	183.0	154.6	158.9	86.9	148.7	129.2	230.0
June	182.7	187.8	158.9	163.3	86.9	149.0	129.5	236.8
July	181.8	185.9	158.5	162.1	87.1	149.4	130.1	236.8
August	182.6	186.1	159.5	162.6	87.3	146.9	128.2	234.3
September	187.4	190.1	167.2	169.6	89.1	145.6	129.7	243.4
October	187.2	187.8	167.5	168.0	89.5	147.7	132.2	247.4
November	186.7	186.1	167.5	167.0	89.7	144.9	130.0	242.7

[1]This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 5, pp. 56–59; Supplement to *Conference Board Service Letter*, June, 1938, Table 4, p. 5 and Tables 7–9, pp. 19–21; and *The Conference Board Economic Record*, March 28, 1940, Table 4, p. 120 and Tables 8–10, pp. 139–141. Data from July, 1942, to date are preliminary and subject to revision.

TABLE 2: EARNINGS AND HOURS IN THE AGRICULTURAL IMPLEMENT INDUSTRY, 1939–1942 ALL WAGE EARNERS AND BY SEX[1]

Source: The Conference Board

Year and Month	All Wage Earners				All Male			Female		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1939 January	$.805	$30.03	37.3	40.2	$.807	$30.18	37.4	$.613	$20.35	33.2
February	.812	30.12	37.1	40.2	.814	30.25	37.2	.611	21.39	35.0
March	.812	30.56	37.6	40.3	.814	30.69	37.7	.612	21.72	35.5
April	.807	30.16	37.4	40.2	.810	30.29	37.4	.613	21.22	34.6
May	.800	29.90	37.4	40.2	.802	30.02	37.4	.612	21.03	34.4
June	.801	31.11	38.8	40.2	.804	31.22	38.8	.597	22.99	38.5
July	.806	30.81	38.2	40.2	.809	30.92	38.2	.601	22.88	38.1
August	.806	30.07	37.3	40.2	.809	30.17	37.3	.584	20.95	35.8
September	.803	30.02	37.4	40.0	.807	30.19	37.4	.575	21.00	36.5
October	.804	30.64	38.1	40.0	.809	30.84	38.1	.554	20.65	37.3
November	.801	31.21	39.0	39.9	.806	31.38	39.0	.563	22.01	39.1
December	.805	31.78	39.5	39.9	.810	31.94	39.5	.567	22.88	40.3
Annual average	.805	30.53	37.9	40.1	.808	30.67	38.0	.592	21.59	36.5
1940 January	.807	31.74	39.3	39.9	.811	31.91	39.3	.572	22.45	39.3
February	.810	31.74	39.2	40.0	.815	31.91	39.2	.574	22.39	39.0
March	.811	31.93	39.4	40.1	.815	32.13	39.4	.585	22.78	38.9
April	.816	32.12	39.4	40.1	.821	32.30	39.4	.583	22.64	38.8
May	.819	32.21	39.3	40.1	.823	32.40	39.4	.585	21.82	37.3
June	.821	31.92	38.9	40.0	.825	32.10	38.9	.587	21.90	37.3
July	.817	31.89	39.0	40.0	.820	32.06	39.1	.601	22.55	37.5
August	.820	32.10	39.1	40.0	.824	32.23	39.1	.606	23.61	39.0
September	.821	32.19	39.2	40.0	.825	32.31	39.2	.606	23.78	39.2
October	.821	32.32	39.4	40.0	.824	32.44	39.4	.607	23.45	38.6
November	.822	32.52	39.6	40.0	.826	32.66	39.6	.610	23.94	39.3
December	.825	32.91	39.9	40.0	.829	33.05	39.9	.614	24.40	39.8
Annual average	.818	32.13	39.3	40.0	.822	32.29	39.3	.594	22.98	38.7
1941 January	.840	34.48	41.1	40.0	.843	34.65	41.1	.619	23.99	38.7
February	.843	34.64	41.1	40.1	.846	34.81	41.1	.624	24.52	39.3
March	.846	35.19	41.6	40.1	.849	35.35	41.6	.629	24.79	39.4
April	.920	40.91	44.5	40.0	.923	41.07	44.5	.711	30.38	42.7
May	.910	39.14	43.0	40.0	.913	39.25	43.0	.708	31.69	44.7
June	.904	38.57	42.7	40.0	.907	38.70	42.7	.697	29.32	42.1
July	.912	38.44	42.1	40.0	.915	38.57	42.1	.702	29.72	42.4
August	.929	37.96	40.9	40.0	.932	38.07	40.9	.733	30.71	41.9
September	.935	38.44	41.1	40.0	.938	38.59	41.1	.729	29.03	39.8
October	.936	38.26	40.9	40.0	.940	38.41	40.9	.725	29.07	40.1
November	.936	38.03	40.6	40.0	.939	38.18	40.7	.722	28.78	39.9
December	.945	36.97	39.1	40.0	.948	37.14	39.2	.725	26.03	35.9
Annual average	.905	37.59	41.6	40.0	.908	37.73	41.6	.694	28.17	40.6
1942 January	.953	39.59	41.5	40.1	.957	39.75	41.5	.735	29.81	40.6
February	.958	40.61	42.4	42.5	.961	40.76	42.4	.746	31.39	42.1
March	.963	41.12	42.7	42.5	.967	41.28	42.7	.746	31.26	41.9
April	.969	41.47	42.8	42.8	.973	41.67	42.8	.736	30.53	41.5
May	.990	42.54	43.0	42.8	.994	42.76	43.0	.765	31.03	40.6
June	1.016	43.71	43.0	42.8	1.020	43.90	43.1	.793	33.48	42.2
July	1.011	43.59	43.1	42.9	1.015	43.78	43.1	.799	34.25	42.9
August	1.015	43.89	43.2	42.9	1.020	44.17	43.3	.767	31.20	40.7
September	1.042	46.00	44.1	43.0	1.048	46.34	44.2	.788	32.43	41.2
October	1.041	46.07	44.3	43.0	1.047	46.43	44.3	.789	33.20	42.1
November	1.038	46.07	44.4	43.2	1.047	46.61	44.5	.745	30.84	41.4

[1]This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936," Table 5, pp. 56–59; Supplement to *Conference Board Service Letter*, June, 1938, Table 4, p. 5; and *The Conference Board Economic Record*, March 28, 1940, Table 4, p. 120.
Hourly earnings are not wage rates, because they include overtime and incentive payments. Data from July, 1942, to date are preliminary and subject to revision.

never since attained. The effect of substantially longer working hours and further wage-rate increases raised hourly earnings to the peak level of $1.042 in September, 1942. Replacement of highly paid male workers by lower-paid female workers was largely responsible for fractionally lower earnings in October and November.

As shown in the accompanying tables, the average worker in the industry received $46.07 for 44.4 hours of work in one week in November, 1942. This represents a rise of 53% from the $30.03 he was paid for working

TABLE 3: EARNINGS AND HOURS IN THE AGRICULTURAL IMPLEMENT INDUSTRY, 1939–1942, MALE BY SKILL[1]

Source: The Conference Board

Year and Month	Unskilled			Skilled and Semi-Skilled		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1939 January	$.652	$24.05	36.9	$.827	$30.98	37.4
February	.651	23.48	36.0	.835	31.13	37.3
March	.659	24.60	37.3	.835	31.50	37.7
April	.659	24.76	37.6	.830	31.03	37.4
May	.647	24.11	37.3	.823	30.84	37.5
June	.648	25.83	39.9	.826	31.94	38.7
July	.642	24.07	37.5	.830	31.78	38.3
August	.651	24.37	37.4	.829	30.93	37.3
September	.653	23.74	36.4	.827	31.08	37.6
October	.662	24.76	37.4	.828	31.68	38.2
November	.664	25.60	38.6	.826	32.23	39.0
December	.662	25.87	39.1	.831	32.82	39.5
Annual average	$.654	$24.60	37.6	$.829	$31.50	38.0
1940 January	$.660	$25.84	39.2	$.832	$32.77	39.4
February	.666	26.23	39.4	.836	32.71	39.1
March	.666	26.19	39.3	.836	32.95	39.4
April	.666	25.82	38.7	.841	33.18	39.4
May	.667	26.01	39.0	.844	33.28	39.4
June	.667	25.75	38.6	.846	32.97	39.0
July	.669	25.64	38.3	.841	32.93	39.2
August	.667	25.66	38.5	.845	33.14	39.2
September	.670	25.86	38.6	.846	33.24	39.3
October	.668	26.09	39.0	.847	33.40	39.4
November	.676	26.49	39.2	.847	33.54	39.6
December	.684	27.22	39.8	.849	33.90	39.9
Annual average	$.669	$26.07	39.0	$.843	$33.17	39.4
1941 January	$.685	$27.16	39.7	$.866	$35.75	41.3
February	.695	28.25	40.7	.868	35.78	41.2
March	.697	28.58	41.0	.871	36.36	41.7
April	.756	33.55	44.4	.948	42.20	44.5
May	.756	32.64	43.2	.936	40.25	43.0
June	.756	32.07	42.4	.929	39.67	42.7
July	.759	32.06	42.2	.938	39.50	42.1
August	.782	31.53	40.3	.953	38.98	40.9
September	.786	32.16	40.9	.959	39.50	41.2
October	.783	31.70	40.5	.962	39.36	40.9
November	.781	31.15	39.9	.961	39.18	40.8
December	.787	29.39	37.4	.970	38.24	39.4
Annual average	$.752	$30.85	41.1	$.930	$38.73	41.6
1942 January	$.792	$31.63	39.9	$.978	$40.85	41.8
February	.795	32.40	40.7	.983	41.94	42.6
March	.799	32.60	40.8	.989	42.49	43.0
April	.799	32.92	41.2	.998	42.98	43.1
May	.812	33.99	41.9	1.020	44.05	43.2
June	.826	34.70	42.0	1.048	45.28	43.2
July	.828	34.32	41.5	1.040	45.09	43.3
August	.819	34.07	41.6	1.046	45.52	43.5
September	.833	35.41	42.5	1.076	47.84	44.5
October	.839	36.01	42.9	1.074	47.84	44.5
November	.839	35.99	42.9	1.073	47.97	44.7

[1]This table revises and brings up to date figures published in "Wages, Hours and Employment in the United States, 1914–1936", Table 5, pp. 56–59; Supplement to *Conference Board Service Letter*, June, 1938, Table 4, p. 5; and *The Conference Board Economic Record*, March 28, 1940, Table 4, p. 120.

Note: Hourly earnings are not wage rates, because they include overtime and incentive payments. Data from July, 1942, to date are preliminary and subject to revision.

37.3 hours a week in January, 1939. By December, 1940, average weekly earnings had advanced only 10% to $32.91. Substantial wage-rate increases granted in the early part of 1941, however, served to raise weekly earnings to $40.91 in April of that year, or 24% above the December, 1940, level. Longer working hours which were necessitated by the shift of a substantial part of the industry to defense production and small upward adjustments in wage rates were responsible for the 13% rise in weekly earnings between April, 1941, and November, 1942. Since January, 1941, the date selected as the basis for the "Little Steel" decision, weekly earnings in this industry have advanced 33.6%.

"Real" weekly earnings, or dollar earnings in terms of the commodities and services they will purchase, reached their highest level in April, 1941. Since then, living costs have risen more rapidly than dollar earnings. As a result, the November, 1942, level of 167.0 (1923 = 100) was 2% below the peak but 30% above the January, 1939, level and 15% higher than in January, 1941.

The nominal or scheduled hours of plant operation remained fairly constant at forty hours per week from 1939 through 1941. The employment of more workers during that period was adequate for stepped-up production. Since the beginning of 1942, however, labor shortages have necessitated longer hours of operation to meet production schedules. By November, 1942, the scheduled work week was increased to 43.2 hours and the actual number of hours worked averaged 44.4 a week.

In November, a substantial number of workers was gainfully employed in the agricultural implement industry. The average of $1.038 for each hour of work was only fractionally less than the peak in September and October. They received the highest weekly earnings as yet recorded in this industry and the purchasing power of their weekly return was only slightly below the peak reached in April of last year.

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Revised Indexes of the Cost of Living—Eight Cities

THE FOLLOWING tables are the first of a series which will embody the results of a general revision of THE CONFERENCE BOARD's indexes of living costs in seventy cities and in the United States.

For some time THE CONFERENCE BOARD has been in the process of reviewing and refining its indexes of living costs with the intention of publishing a report on living costs in the United States and selected cities. The demand for the release of its revised cost of living indexes has been so incessant, however, that the Board decided to release the revised series as they became available, rather than hold them for later publication.

PURPOSE OF REVISION

The Board is revising its indexes of living costs for several reasons. A primary purpose is to include in the index data which were received too late for inclusion in the regular monthly figures. Thus, it is possible in revising the indexes to include these data, the addition of which gives the indexes a broader coverage. In recent months it has also been possible for the Board to obtain additional, pertinent data not previously available to it. These data are likewise being incorporated in the revised indexes.

Approximately 3,000 retailers and realtors all over the United States report each month to the Board on changes in prices of the commodities and services they sell. The handling of this mass of material occasionally leads to misinterpretation of the data included in the reports. The majority of questions which arise in connection with the reports are obvious and can be immediately answered; others do not become apparent until some time after the data have been used, and do not lend themselves to solution except when studied in retrospect. In revising its indexes of living costs, the Board has reconciled these situations. Furthermore, new data have become available on family expenditures in some cities and have pointed the way to revisions in the budgetary weights used in combining retail prices into indexes of changes in living costs. These new weights, in some instances, have had a noticeable effect on the indexes, particularly for specific budgetary groups.

COMPOSITION OF THE INDEXES

The revised indexes, like the old, are broken down into the five major classifications of family spending: food, housing, clothing, fuel and light, housefurnishings, and sundries. Indexes are obtained for each of these major groups and these indexes, in turn, are weighted together according to the importance of each in the family budget (budgetary weights). As family expenditure habits differ from city to city because of differences in family income, climate, occupations, etc., the budgetary weights also differ. These weights represent the relative importance of each expenditure group in the total expenditure budgets of families of wage earners and lower-salaried clerical workers in January, 1939, the base period of the indexes. Since these budgetary weights differ from city to city, they are being presented along with the revised indexes as they are released and will be found in italics at the top of each table.

Over 240 items go into THE CONFERENCE BOARD's indexes of living costs and fall under the following general classifications:

- Food
- Housing
- Clothing
  - Men's
  - Women's
- Furniture and housefurnishings
- Sundries
  - Cleaning materials and household supplies
  - Drugs and toilet articles
  - Smoking materials
  - Transportation
  - Motion picture theater admissions
  - Medical and dental care
  - Personal care
  - Reading material
  - Organization dues

Subdivisions, like the major budget groups, are weighted together according to their importance in the family budget.

When the final report of these revisions is made, the internal weights used in obtaining the indexes will be presented in detail.

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COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939–1942

Source: The Conference Board

Index Numbers, January, 1939 = 100

Date	Dallas, Tex.							Huntington, W. Va.						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries
Budgetary Weights	*100.0*	*26.4*	*18.4*	*11.7*	*5.5*	*6.4*	*31.6*	*100.0*	*30.9*	*13.6*	*12.2*	*4.6*	*5.0*	*33.7*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.0	97.3	98.5	100.0	100.0	100.2	100.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	98.7	97.8	98.0	100.0	100.0	100.3	98.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	99.0	99.6	97.4	100.0	100.0	100.2	98.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
May	98.6	98.1	97.4	100.0	100.0	99.9	98.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
June	97.9	96.4	96.3	99.7	100.0	99.9	98.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
July	98.5	97.0	96.2	100.1	100.0	99.9	99.9	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
August	99.2	98.8	97.3	100.5	100.0	99.9	99.9	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
September	100.1	102.2	97.2	101.6	100.0	100.8	99.5	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
October	100.6	103.2	97.2	101.6	100.0	101.0	100.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
November	100.8	103.3	97.4	101.6	100.0	102.4	100.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
December	100.2	101.7	97.4	100.3	100.0	102.8	100.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Annual Average	*99.4*	*99.6*	*97.5*	*100.5*	*100.0*	*100.6*	*99.6*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1940 January	99.9	100.9	97.3	100.0	100.0	102.8	99.9	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
February	100.0	100.6	97.3	100.0	100.0	105.4	99.9	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	98.8	97.6	96.7	100.0	100.0	105.1	99.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	98.7	97.4	96.7	99.6	100.0	105.2	99.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
May	99.2	99.7	96.7	99.1	100.0	104.8	99.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
June	98.8	98.3	96.7	98.9	100.0	104.5	99.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
July	98.8	99.4	96.7	98.9	100.0	103.3	98.6	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
August	98.8	99.2	96.9	98.9	100.0	102.5	98.6	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
September	99.1	100.0	96.9	99.2	100.0	102.6	98.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
October	99.5	100.3	96.9	99.2	100.0	102.5	99.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
November	99.3	99.2	97.3	99.3	100.0	102.6	99.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
December	99.3	99.4	97.3	99.3	100.0	102.6	99.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Annual Average	*99.2*	*99.3*	*97.0*	*99.4*	*100.0*	*103.7*	*99.3*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1941 January	99.5	99.8	97.3	99.3	100.0	102.7	99.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
February	99.5	99.2	97.9	99.7	100.0	102.5	99.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	100.2	100.8	98.0	99.8	100.0	104.3	100.3	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	101.0	103.1	98.1	100.1	100.0	104.5	100.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
May	101.4	103.9	98.7	100.3	100.0	104.6	101.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
June	102.1	105.3	98.7	100.3	100.0	106.9	101.5	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
July	103.2	108.7	99.6	100.6	100.0	107.0	101.5	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
August	104.1	111.9	99.6	101.1	100.0	107.0	101.6	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
September	105.9	114.5	99.6	105.4	100.0	112.1	102.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
October	109.1	118.5	99.7	106.8	100.0	118.9	107.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
November	110.1	120.4	100.8	108.8	100.0	120.0	107.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
December	110.2	119.6	101.6	109.6	100.0	121.0	107.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Annual Average	*103.9*	*108.8*	*99.1*	*102.7*	*100.0*	*109.3*	*102.5*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1942 January	111.4	121.4	101.6	114.9	100.0	122.9	106.9	113.9	123.3	109.9	115.0	100.0	122.0	107.2
February	112.4	123.3	101.6	116.8	100.0	123.0	108.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	113.9	126.5	102.1	119.5	100.0	124.8	108.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	115.3	128.2	103.9	122.5	100.0	125.7	109.2	117.4	128.2	112.3	119.3	100.0	123.3	110.3
May	115.0	127.5	104.2	123.0	93.3	125.5	109.7	118.2	130.1	112.3	119.3	100.0	122.9	111.1
June	115.7	129.3	104.2	122.5	93.3	127.9	110.0	118.4	131.2	111.7	118.7	100.0	122.7	111.3
July	116.1	130.2	104.2	122.6	93.3	127.9	110.3	119.1	131.1	111.7	118.8	100.0	122.7	113.3
August	115.7	132.3	104.2	122.5	93.3	127.9	107.5	118.8	132.5	111.7	118.3	100.0	122.6	111.3
September	116.8	135.0	105.6	122.5	93.3	127.9	107.8	119.0	132.8	111.7	118.3	100.0	123.6	111.5
October	117.3	136.4	105.6	122.7	93.3	127.9	108.2	119.8	134.9	111.7	118.3	100.0	123.6	111.8
November	117.8	137.3	105.6	122.8	93.3	127.9	109.1	120.4	136.3	111.7	118.3	100.0	124.0	112.3
December	119.3	140.2	105.6	122.8	93.3	127.9	111.4	121.3	139.0	111.7	118.3	100.0	124.0	112.5
Annual Average	*115.6*	*130.6*	*104.0*	*121.3*	*95.5*	*126.4*	*108.9*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*

n.a. Not available

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939-1942—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

Date	Milwaukee, Wisc.							Philadelphia, Pa.						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries
Budgetary Weights	*100.0*	*29.8*	*20.2*	*10.5*	*8.0*	*5.3*	*26.2*	*100.0*	*35.5*	*15.7*	*11.0*	*7.3*	*4.5*	*26.0*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.4	99.4	99.9	100.0	100.0	100.0	98.4	99.7	99.5	100.0	100.0	100.0	100.0	99.5
March	99.3	99.3	99.8	100.0	100.0	100.6	98.4	99.9	99.6	100.0	100.0	99.3	100.0	100.3
April	99.1	98.2	100.0	100.0	100.0	100.6	98.4	99.6	99.5	99.7	100.0	95.3	100.0	100.5
May	98.8	98.6	99.7	100.0	96.1	100.4	98.4	99.6	100.1	99.7	99.9	94.6	100.0	99.9
June	98.7	97.6	99.7	99.6	96.1	100.1	99.3	99.5	99.4	99.7	100.3	96.1	100.0	100.2
July	98.9	97.7	99.7	100.0	96.1	99.5	99.9	99.4	99.4	98.8	100.3	96.5	99.8	100.1
August	98.5	96.0	99.8	100.1	97.3	99.5	99.9	99.0	98.6	99.7	100.3	96.5	99.0	99.4
September	100.3	101.4	100.2	100.3	97.9	99.5	99.9	100.7	103.3	99.7	101.3	96.0	98.0	99.5
October	100.0	98.3	100.2	100.9	99.9	101.8	101.2	100.6	102.5	99.7	101.3	96.5	98.4	99.7
November	100.6	100.2	100.2	101.0	99.9	102.1	101.0	100.0	99.8	99.7	101.2	96.5	98.4	101.1
December	99.9	97.7	100.2	101.0	99.9	102.3	101.0	100.0	99.9	99.7	101.2	96.7	98.1	101.1
Annual Average	*99.5*	*98.7*	*99.9*	*100.2*	*98.6*	*100.5*	*99.7*	*99.8*	*100.1*	*99.7*	*100.5*	*97.0*	*99.3*	*100.1*
1940 January	100.1	98.0	100.6	101.2	100.2	102.7	100.9	99.4	97.7	99.7	101.3	98.4	98.9	101.1
February	100.5	99.7	100.4	101.0	100.2	102.9	100.9	100.0	99.5	99.7	101.3	98.4	99.6	100.7
March	99.9	97.8	100.4	101.1	100.2	102.9	100.9	99.8	98.8	99.7	101.3	98.4	99.6	101.0
April	100.2	98.8	100.4	101.0	100.2	102.9	100.9	100.1	99.9	99.7	101.3	96.9	99.6	101.0
May	100.9	102.0	100.3	100.5	97.0	102.8	100.9	100.2	100.5	99.7	101.3	96.0	99.5	101.0
June	101.2	103.4	100.3	100.1	97.0	103.4	100.9	100.6	101.7	99.7	101.1	96.0	99.5	101.0
July	101.1	101.9	100.4	100.1	97.2	103.4	102.0	100.8	101.5	99.7	100.9	97.1	99.5	101.8
August	100.8	100.6	100.4	100.1	97.2	103.4	102.0	100.2	99.9	99.7	101.0	97.5	99.0	101.6
September	100.7	100.2	100.4	100.2	97.8	103.5	102.2	100.0	99.5	99.7	101.1	98.0	99.1	101.4
October	100.8	99.7	100.4	100.2	98.0	103.4	102.9	99.9	99.2	99.7	100.9	98.1	99.0	101.2
November	100.8	99.4	100.4	99.9	100.0	103.5	102.9	99.8	99.1	99.7	101.2	98.4	98.7	100.9
December	101.0	100.2	100.4	99.8	100.0	103.5	102.8	100.5	101.0	99.7	101.1	98.4	98.7	100.9
Annual Average	*100.7*	*100.1*	*100.4*	*100.4*	*98.7*	*103.2*	*101.7*	*100.1*	*99.9*	*99.7*	*101.1*	*97.6*	*99.2*	*101.1*
1941 January	101.3	101.1	100.4	99.8	100.0	102.8	102.8	100.6	101.0	99.7	100.9	100.0	98.7	101.0
February	101.1	100.5	100.4	99.8	100.0	102.6	102.9	101.3	102.2	99.7	101.0	100.0	98.9	102.1
March	101.3	100.7	100.6	100.2	100.0	104.0	102.9	101.6	103.2	99.7	101.3	100.0	100.2	101.6
April	102.8	105.6	100.6	100.3	100.0	104.4	102.9	102.4	105.0	99.7	101.6	100.0	100.9	101.8
May	104.3	110.1	100.6	100.9	100.0	105.5	103.2	103.4	107.5	99.7	102.1	99.5	101.2	102.1
June	105.6	113.7	101.3	100.9	99.7	106.0	103.5	104.9	111.2	99.7	102.6	99.7	101.7	102.5
July	106.5	116.1	101.3	101.0	99.9	106.5	103.8	105.6	111.9	100.9	103.0	101.3	102.5	102.8
August	106.6	115.3	101.3	101.9	102.0	106.7	103.9	106.9	114.8	100.9	103.7	102.8	102.7	103.2
September	108.0	117.0	101.8	106.1	102.1	111.1	104.5	109.1	118.4	101.1	107.4	102.3	107.4	104.0
October	109.2	116.5	101.8	108.0	103.8	115.0	107.6	110.5	120.5	101.3	108.5	103.0	109.6	105.5
November	109.8	117.4	101.9	110.4	103.9	116.2	107.7	111.1	120.4	102.5	110.9	103.0	111.5	105.9
December	110.7	119.6	102.3	110.7	103.9	118.3	107.6	112.5	123.6	102.5	111.4	103.0	114.6	105.9
Annual Average	*105.6*	*111.1*	*101.2*	*103.3*	*101.3*	*108.3*	*104.4*	*105.8*	*111.6*	*100.6*	*104.5*	*101.2*	*104.2*	*103.2*
1942 January	111.8	121.7	102.3	113.2	103.9	118.7	108.4	115.0	128.8	102.5	115.3	103.0	115.5	106.9
February	112.6	122.0	102.4	115.4	103.9	122.3	109.3	115.5	127.9	102.5	119.3	103.0	116.8	108.0
March	114.1	125.4	103.4	117.1	103.9	124.2	109.5	116.4	129.3	103.0	121.2	103.0	118.8	108.3
April	115.3	126.5	103.4	123.3	103.9	126.6	109.8	117.3	130.8	103.0	123.2	101.3	120.3	108.7
May	115.3	126.2	103.4	123.2	103.9	126.2	110.2	117.9	132.0	103.0	123.6	103.0	119.1	109.2
June	116.1	129.1	103.4	122.3	104.0	125.1	110.5	117.7	131.5	103.0	122.7	103.1	119.0	109.3
July	116.5	129.2	103.4	124.7	104.1	125.1	110.9	119.0	134.5	102.9	121.4	103.2	119.1	111.1
August	116.3	128.0	103.3	126.1	104.1	125.1	111.1	119.0	134.1	102.9	122.0	103.2	119.2	111.3
September	116.2	127.1	103.3	127.5	104.0	125.1	111.3	119.9	137.2	102.9	122.3	104.0	119.2	110.1
October	118.0	131.5	103.3	127.6	104.0	125.1	112.9	121.5	141.0	102.9	122.4	104.0	121.0	110.6
November	118.9	133.7	103.3	128.0	104.0	125.1	113.9	122.4	143.0	102.9	122.5	104.2	121.0	111.5
December	119.2	134.3	103.3	128.0	104.0	125.1	114.0	122.8	143.7	102.9	122.6	104.2	121.0	111.7
Annual Average	*115.9*	*127.9*	*103.2*	*123.0*	*104.0*	*124.5*	*111.0*	*118.7*	*134.5*	*102.9*	*121.5*	*103.3*	*119.2*	*109.7*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939–1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

Date	Pittsburgh, Pa.							Rockford, Ill.						
	Weighted Tota, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries
Budgetary Weights	*100.0*	*33.0*	*19.9*	*10.5*	*6.1*	*4.9*	*25.6*	*100.0*	*30.4*	*18.6*	*9.5*	*8.7*	*5.4*	*27.4*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	98.5	95.9	100.0	100.0	100.0	100.0	99.3	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	98.7	95.6	100.3	100.0	100.0	100.0	100.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	99.3	96.5	100.6	100.0	100.0	100.0	101.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
May	99.3	97.5	100.2	100.1	100.0	100.0	100.3	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
June	99.4	97.6	100.2	100.1	100.0	100.1	100.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
July	99.5	98.0	100.1	100.1	100.0	100.1	100.6	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
August	99.1	97.4	100.1	100.2	100.5	100.0	99.6	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
September	100.7	102.2	100.4	100.2	100.5	100.0	99.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
October	100.7	101.4	100.6	100.2	101.8	100.7	99.9	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
November	100.8	100.4	100.8	100.2	102.1	101.1	101.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
December	100.1	98.2	100.8	100.2	101.3	101.4	101.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Annual Average	*99.7*	*98.4*	*100.3*	*100.1*	*100.5*	*100.3*	*100.3*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1940 January	100.3	98.9	100.8	100.2	101.3	101.9	101.3	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
February	101.0	101.4	100.5	100.2	101.3	102.3	100.8	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
March	100.5	98.7	101.8	100.2	101.3	102.3	101.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
April	100.7	99.7	102.3	100.1	98.4	102.3	101.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
May	101.4	101.9	102.3	99.8	98.1	102.2	101.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
June	101.6	103.2	101.2	99.6	98.1	102.2	101.2	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
July	102.0	102.5	101.2	99.6	104.2	101.6	102.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
August	101.2	100.4	101.2	99.6	104.2	101.8	102.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
September	101.7	102.1	101.2	99.6	105.0	101.8	101.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
October	101.6	101.7	101.7	99.5	105.0	101.7	101.4	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
November	101.4	101.4	101.7	99.7	105.3	101.8	101.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
December	101.9	102.9	101.7	99.7	105.3	101.8	101.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Annual Average	*101.3*	*101.2*	*101.5*	*99.8*	*102.3*	*102.0*	*101.4*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1941 January	102.1	103.2	101.7	99.7	106.1	101.8	101.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
February	102.3	102.7	101.7	99.9	106.1	101.6	102.4	104.7	99.7	122.2	100.0	101.0	101.8	101.6
March	102.2	102.7	102.1	100.0	106.1	102.5	101.8	105.8	102.5	123.6	100.4	101.0	102.6	102.0
April	104.0	107.5	102.1	100.1	106.1	102.5	102.2	107.2	105.5	124.7	100.5	101.0	102.7	102.3
May	105.1	110.4	102.1	100.2	106.1	102.8	103.0	108.4	107.8	128.0	100.6	99.9	102.9	102.1
June	106.6	114.4	102.1	100.2	106.1	103.2	103.5	110.5	113.2	128.0	100.9	103.9	103.3	102.4
July	107.2	115.6	102.1	100.3	107.8	103.2	103.9	111.0	113.2	129.1	101.5	106.6	103.3	102.5
August	107.9	116.8	102.6	100.6	108.0	103.3	104.4	112.7	114.2	132.5	102.5	108.9	104.0	103.9
September	110.1	120.3	102.6	106.6	108.8	109.4	104.7	114.5	117.0	132.6	107.8	108.9	109.4	104.6
October	110.9	119.8	103.4	107.3	108.8	111.3	107.0	117.4	121.1	133.7	109.8	109.2	114.2	108.0
November	111.7	121.4	103.4	109.4	108.8	111.6	107.2	118.1	121.6	134.9	111.0	110.0	116.0	108.3
December	112.0	121.6	103.4	111.3	108.8	113.8	107.2	118.0	120.1	134.8	112.1	110.0	121.5	108.3
Annual Average	*106.8*	*113.0*	*102.4*	*103.0*	*107.3*	*105.6*	*104.0*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
1942 January	114.1	126.0	103.4	115.2	108.8	114.6	107.8	118.8	121.0	134.8	115.7	110.0	124.0	108.3
February	115.1	126.4	105.2	117.3	108.8	114.8	109.0	119.2	120.7	134.8	118.0	110.0	124.1	109.3
March	115.9	126.8	105.5	121.4	108.8	117.2	109.1	120.9	123.0	137.4	118.9	110.0	125.2	110.6
April	117.1	128.6	106.3	124.1	108.8	117.8	109.7	121.8	123.5	138.0	122.3	108.7	132.2	111.0
May	118.1	130.0	108.3	124.4	108.8	117.3	110.2	122.1	123.8	138.0	121.5	108.7	133.1	111.5
June	118.2	130.5	108.0	124.0	108.8	117.1	110.3	123.0	126.8	138.0	120.9	108.7	132.8	111.8
July	118.1	129.3	106.6	124.2	108.8	117.1	112.3	122.8	126.0	138.0	120.2	110.1	132.8	111.9
August	118.8	133.4	105.7	124.6	108.8	117.1	110.7	123.9	129.3	138.0	120.3	110.1	132.8	112.2
September	118.8	133.2	105.7	124.6	108.8	117.4	110.8	124.5	131.2	138.0	120.3	110.1	132.8	112.4
October	119.7	135.5	105.7	124.2	108.8	117.4	111.6	126.2	135.8	138.0	120.4	110.1	131.8	113.4
November	120.4	136.9	105.7	124.4	108.8	117.4	112.5	127.8	140.6	138.0	120.5	110.1	131.8	114.0
December	121.5	139.9	105.7	124.4	109.8	117.2	112.6	128.4	142.4	138.0	120.5	110.1	131.3	114.2
Annual Average	*118.0*	*131.4*	*106.0*	*122.7*	*108.9*	*116.9*	*110.5*	*123.3*	*128.7*	*137.4*	*120.0*	*109.7*	*130.4*	*111.7*

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN SELECTED CITIES, 1939–1942—Continued

Source: The Conference Board

Index Numbers, January, 1939 = 100

Date	St. Louis, Mo.							St. Paul, Minn.						
	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries	Weighted Total, All Items	Food	Housing	Clothing	Fuel and Light	House-furnish-ings	Sundries
Budgetary Weights	*100.0*	*32.7*	*15.7*	*9.8*	*6.8*	*5.1*	*29.9*	*100.0*	*29.7*	*17.6*	*9.7*	*8.3*	*5.2*	*29.5*
1939 January	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
February	99.5	99.2	99.8	99.9	100.2	100.0	99.2	100.0	100.1	100.0	99.7	100.0	100.0	100.0
March	99.5	99.5	99.5	99.9	100.2	99.0	99.3	99.9	99.7	100.0	99.7	100.0	100.0	100.0
April	99.4	99.4	99.4	100.0	100.2	98.9	99.3	100.1	99.6	100.0	99.7	100.0	99.7	100.9
May	98.9	97.9	99.4	100.0	99.1	98.9	99.3	100.2	100.7	100.0	99.8	97.4	99.7	100.9
June	98.2	96.4	99.4	100.0	96.2	98.7	99.3	100.0	100.1	100.1	99.4	96.8	99.8	100.9
July	98.5	96.4	99.4	100.0	97.6	98.7	99.9	99.9	99.4	100.1	100.2	96.7	99.8	101.3
August	98.8	97.1	99.1	100.0	98.7	99.0	100.2	99.9	98.8	100.8	100.0	96.8	100.1	101.2
September	100.7	102.3	99.1	99.9	100.1	99.6	100.5	101.2	102.7	101.0	101.1	97.4	102.5	100.8
October	100.8	101.6	99.2	100.3	101.0	100.5	100.9	101.8	102.6	100.7	101.1	97.3	102.5	103.0
November	100.4	100.7	99.2	100.5	101.4	100.6	100.4	102.0	103.7	100.7	102.4	98.3	102.7	102.0
December	99.7	98.4	99.4	100.5	100.9	100.9	100.4	101.2	101.0	100.7	102.5	98.3	102.6	102.0
Annual Average	*99.5*	*99.1*	*99.4*	*100.1*	*99.6*	*99.6*	*99.9*	*100.5*	*100.7*	*100.3*	*100.5*	*98.2*	*100.8*	*101.1*
1940 January	99.9	99.1	99.4	101.2	101.4	100.9	100.2	101.1	100.4	100.7	102.9	98.4	103.6	101.9
February	100.9	101.6	99.4	100.9	104.0	101.5	100.2	101.5	102.0	100.7	102.7	98.5	104.1	101.4
March	99.9	98.6	99.5	101.0	103.6	101.5	100.2	100.3	97.8	100.7	102.7	98.5	104.4	101.4
April	99.9	98.4	99.5	101.0	103.1	101.7	100.2	100.6	99.2	100.7	102.5	98.5	104.0	101.4
May	100.3	100.1	99.5	101.0	103.1	101.8	99.8	101.0	100.6	100.7	102.2	98.0	104.3	101.4
June	100.5	100.9	99.5	100.8	102.1	101.9	99.8	101.4	101.9	100.7	101.7	98.2	105.5	101.4
July	100.4	100.5	99.5	100.8	101.8	101.6	100.2	100.9	100.2	100.7	101.7	99.0	105.5	101.2
August	100.2	99.5	99.5	100.7	101.9	101.0	100.6	100.5	98.7	100.7	101.7	99.3	105.8	101.2
September	100.5	100.3	99.5	100.8	102.3	101.2	100.7	100.9	99.6	100.7	101.7	100.0	105.9	101.6
October	100.9	100.4	100.0	100.7	103.9	101.2	101.4	101.3	100.1	100.7	101.6	100.1	105.9	102.2
November	100.7	99.7	100.0	100.9	103.9	101.2	101.1	101.7	101.6	100.7	101.7	100.1	105.9	102.2
December	101.7	102.8	100.0	100.9	103.9	101.2	101.1	102.6	104.6	100.7	101.3	100.1	105.9	102.2
Annual Average	*100.5*	*100.2*	*99.6*	*100.9*	*102.9*	*101.4*	*100.5*	*101.1*	*100.6*	*100.7*	*102.0*	*99.1*	*105.1*	*101.6*
1941 January	101.6	102.7	100.0	101.0	103.9	101.3	101.1	102.4	103.4	100.7	101.3	100.1	106.0	102.9
February	101.7	102.8	100.0	101.0	103.9	101.2	101.1	102.7	104.3	100.7	101.4	100.1	105.9	102.9
March	101.8	103.0	100.0	101.1	103.9	101.4	101.1	102.7	104.4	100.7	101.4	99.5	106.8	102.9
April	102.4	105.0	100.0	101.3	103.9	101.8	101.1	103.3	106.2	100.7	101.5	99.5	106.8	102.9
May	103.0	106.0	100.0	101.4	103.9	102.4	101.7	104.6	109.2	100.7	101.7	98.8	107.1	104.6
June	103.7	108.5	100.7	101.6	103.7	103.1	100.8	105.6	112.5	100.7	101.7	98.5	107.6	104.6
July	105.2	112.0	101.2	101.9	106.1	103.3	101.0	104.4	107.9	100.7	101.8	99.2	107.6	104.8
August	105.7	113.2	101.6	103.4	107.9	103.4	100.3	105.5	111.1	100.7	103.1	99.8	107.9	104.8
September	107.9	117.2	103.2	107.0	108.2	110.0	100.0	107.0	113.3	100.7	105.7	100.7	113.5	105.4
October	109.4	117.2	103.2	108.7	108.7	113.0	104.1	109.2	117.4	100.7	107.2	101.0	117.1	107.6
November	110.5	120.0	103.9	110.5	108.3	113.7	103.4	110.3	120.1	100.7	108.8	100.5	118.0	108.2
December	110.8	121.6	103.9	110.9	108.3	116.1	102.3	110.5	120.1	100.7	109.8	100.5	118.9	108.2
Annual Average	*105.3*	*110.8*	*101.5*	*104.1*	*105.9*	*105.9*	*101.5*	*105.7*	*110.8*	*100.7*	*103.8*	*99.8*	*110.3*	*105.0*
1942 January	112.2	123.8	103.9	114.3	108.3	116.6	103.3	111.7	122.5	100.7	113.3	100.5	119.1	108.8
February	113.9	125.1	105.3	116.8	108.3	116.7	106.0	112.1	121.8	100.7	115.2	100.5	120.9	109.7
March	115.2	127.8	106.4	117.7	108.3	117.3	106.3	113.0	124.1	100.7	116.0	100.5	123.3	110.1
April	116.4	130.5	106.4	121.2	106.7	118.5	106.5	114.2	125.8	100.7	121.7	100.5	124.2	110.4
May	116.4	129.3	106.4	123.5	107.0	118.2	106.9	114.3	126.4	100.9	119.4	100.3	123.9	110.6
June	116.7	130.5	106.5	122.4	107.3	118.1	107.1	114.4	126.5	100.9	119.3	100.4	123.9	110.9
July	116.6	130.3	106.0	122.0	107.9	118.3	107.2	114.6	126.2	100.9	119.5	100.6	124.0	111.6
August	117.6	132.7	106.0	122.6	108.4	118.2	107.4	115.2	127.6	100.9	119.9	101.2	125.3	111.9
September	117.4	131.9	106.0	122.6	108.6	118.2	107.6	115.5	128.2	100.9	119.9	101.2	125.4	112.2
October	118.7	135.7	106.0	122.9	108.7	118.2	107.8	116.9	132.5	100.9	119.9	101.2	125.4	112.8
November	119.7	138.0	106.0	123.0	108.6	118.2	108.7	117.9	134.8	100.9	120.0	101.2	125.4	113.8
December	120.7	140.7	106.0	123.0	108.6	118.0	108.9	118.1	135.2	100.9	120.0	101.2	125.6	113.9
Annual Average	*116.8*	*131.4*	*105.9*	*121.0*	*108.1*	*117.9*	*107.0*	*114.8*	*127.6*	*100.8*	*118.7*	*100.8*	*123.9*	*111.4*

Monthly Review of Labor Statistics November-December, 1942

ONCE AGAIN this review begins with the statement that labor statistics continue to show the upward trends which have been in evidence for some time. Cost of living increased, new peak levels of earnings, employment, man hours and payrolls were reached for manufacturing industries, and sizable wage-rate increases continued to be announced.

As is evident from the accompanying table, wage-rate increases in November closely approximated those in previous months of this year in size and affected more wage earners than in any other month since September, 1941, with the exception of August, 1942, according to the reports received by THE CONFERENCE BOARD covering twenty-five manufacturing industries.

The largest average wage-rate increase, which amounted to about 15%, was reported for the machine and machine tool industry and for rubber and paper products. Next in size was a 12% advance reported for the book and job printing industry, and this was closely followed by nearly a 10% increase granted to certain workers in foundries. The largest proportion of workers to be granted wage-rate increases occurred in the automobile and leather-tanning industries, but the increases were relatively small. Substantial numbers of workers were granted raises in the electrical manufacturing, machine and machine tool, and rubber industries. The average changes in these industries were from three to five times those in the automobile and leather-tanning industries.

Continued granting of increases appears to be contrary to the President's directives aimed toward stabilizing wages. In any event, they will undoubtedly add to the already burdensome volume of existing purchasing power and further complicate efforts to prevent inflation. A recent decision of the War Labor Board apparently indicates that the precedent set by the "Little Steel" decision of limiting wage-rate increases to the cost of living change between January 1, 1941, and May 1, 1942, no longer holds. The labor and industry members of the board joined in granting an increase of $.05 an hour to twenty employees in the Long Island City plant of the American Smelting and Refining Company. In view of the fact that a report showed that this company's employees at that location had received an average increase of 29¾% since January 1, 1942, the new increase granted definitely broke through the "Little Steel" ceiling. The importance of this case does not, of course, lie in the number of workers affected but rather in the precedent which it may establish. The public members of the War Labor Board dissented from the decision on the ground that it was not warranted within the formula for exceptions adopted by the board. They said that in so far as could be determined, no inequities existed.

WAGE-RATE INCREASES AND WORKERS AFFECTED

Date	All Manufacturing[1]		25 Manufacturing Industries[2]	
	Wage Earners Affected	Wage-rate Increase	Wage Earners Affected	Wage-rate Increase
1941				
January	3.0%	4.9%	2.1%	5.8%
February	1.1	6.1	1.7	5.1
March	1.6	6.7	2.1	6.8
April	11.7	9.6	10.3	8.0
May	10.1	8.9	11.2	8.4
June	10.2	9.1	12.8	7.9
July	6.6	8.5	8.0	7.8
August	3.8	7.3	5.9	6.1
September	5.5	9.0	7.2	7.1
October	5.1	8.7	4.1	7.0
November	2.2	8.0	4.3	6.4
December	3.0	7.4	3.5	6.8
1942				
January	*n.a.*	*n.a.*	3.7	6.1
February	1.9	7.9	3.0	5.7
March	2.5	7.9	4.1	6.3
April	2.5	8.0	4.0	7.1
May	4.2	8.3	4.7	6.4
June	3.7	8.3	4.3	7.5
July	6.4	7.1	4.6	7.1
August	9.1	7.7	9.6	5.8
September *r*	7.8	7.4	5.7	6.5
October *p*	2.5	7.0	5.3	6.7
November *p*	*n.a.*	*n.a.*	6.6	6.7

[1]United States Bureau of Labor Statistics
[2]THE CONFERENCE BOARD
*r*Revised
*n.a.*Not available
*p*Preliminary

If this decision represents a new policy toward granting wage-rate increases, current efforts to control prices and to siphon off excess purchasing power will be largely frustrated.

Hourly earnings of all wage earners in twenty-five manufacturing industries rose 0.8% between October and November to reach a level of $.966 per hour. While this advance was considerably larger than that which occurred between September and October, it was smaller than any other change recorded since February. This rise in hourly earnings was largely attributable to wage-rate increases since the proportion of higher-paid skilled workers to total workers was reduced, and their average hours of work declined.

The average work week in November of 43.7 hours was longer than that reported for any month since June, 1930. It was 5.3% longer than in November, 1941, but was 9.5% shorter than the average for the year 1929.

The combination of the longer work week and higher

PERCENTAGE CHANGES IN THE COST OF LIVING IN 70 CITIES, NOVEMBER TO DECEMBER, 1942

Source: The Conference Board

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
Sacramento	+1.9	Spokane	+0.9	Baltimore	+0.6	Providence	+0.4
San Francisco	+1.9	Chattanooga	+0.8	Birmingham	+0.6	Chicago	+0.3
Lansing	+1.8	Green Bay, Wis.	+0.8	Front Royal, Va.	+0.6	Cleveland	+0.3
Des Moines	+1.5	St. Louis	+0.8	Joliet, Ill.	+0.6	Dayton	+0.3
Dallas	+1.3	Seattle	+0.8	Oakland	+0.6	Houston	+0.3
Erie, Pa.	+1.3	Buffalo	+0.7	Parkersburg, W. Va.	+0.6	Indianapolis	+0.3
Grand Rapids	+1.2	Detroit	+0.7	Richmond	+0.6	Louisville	+0.3
Kansas City, Mo.	+1.2	Duluth	+0.7	Saginaw, Mich.	+0.6	Milwaukee	+0.3
Youngstown	+1.2	Flint, Mich.	+0.7	Syracuse	+0.6	Newark	+0.3
Boston	+1.1	Huntington, W. Va.	+0.7	Evansville, Ind.	+0.5	Philadelphia	+0.3
Manchester, N. H.	+1.1	Lewistown, Pa.	+0.7	Minneapolis	+0.5	Akron	+0.2
Memphis	+1.1	Los Angeles	+0.7	Portland, Ore.	+0.5	Cincinnati	+0.2
New York	+1.1	Meadville, Pa.	+0.7	Roanoke, Va.	+0.5	St. Paul	+0.2
Muskegon	+1.0	New Orleans	+0.7	Rockford, Ill.	+0.5	Wausau, Wis.	+0.2
Bridgeport	+0.9	Rochester	+0.7	Trenton, N. J.	+0.5	Fall River	+0.1
New Haven	+0.9	Toledo	+0.7	Wilmington, Del.	+0.5	Lynn	0
Omaha	+0.9	Anderson, Ind.	+0.6	Denver	+0.4		
Pittsburgh	+0.9	Atlanta	+0.6	Macon	+0.4		

hourly earnings resulted in an 0.9% increase in weekly earnings between October and November, which reached a level of $42.49, or 38.8% more than in January, 1941. After adjustment for the change in living costs, weekly earnings regained their September peak.

Employment in the twenty-five manufacturing industries reached a new record level in November. A marked increase in employment of women workers more than offset a decline in the employment of men.

Aircraft workers averaged $.974 per hour in November, worked 46.2 hours per week for a net return of $44.99. Shipbuilding workers, however, averaged $1.231 per hour, receiving $57.27 for 46.5 hours of work.

The weekly return to aircraft workers was higher than in previous months owing to an increase in both hours and hourly earnings. In the case of shipbuilding workers, the weekly return in November represented a decline from that in October; while working hours dropped, hourly earnings rose $.021.

With this issue of *The Conference Board Management Record*, the first of a series of revisions of earnings and hours data is being published. On pages 20–23 will be found the revised material for the agricultural implement industry. In subsequent issues, similar data for other industries will be presented.

Cost of Living

Between November and December the cost of living of families of wage earners and lower-salaried clerical workers in the United States rose 0.7%. This advance mainly reflects a 1.7% increase in retail prices of foods. The only other changes in the major budgetary categories were an 0.2% rise in prices of sundries and an 0.1% rise in coal prices.

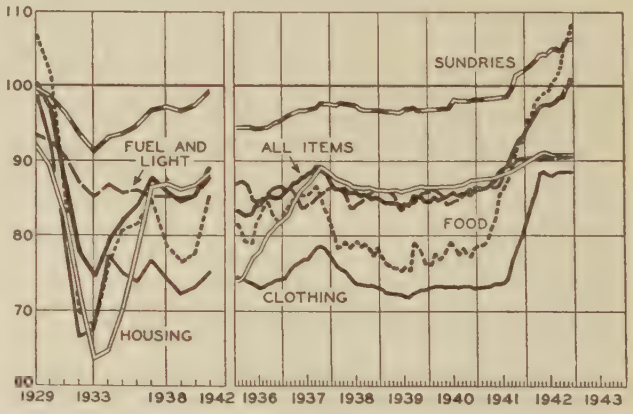
Over the year, the cost of living increased 8.4%. All items in the budget, except electricity and gas which declined, participated in the increase. The largest rise of 17.0% occurred in food prices and was followed by 10.6% in prices of clothing.

The cost of living increased between November and December in sixty-nine of the cities for which The Conference Board regularly compiles these data and remained unchanged in one city, Lynn. Between December, 1941, and December, 1942, rises ranged from 5.2% in Indianapolis to 13.5% in San Francisco.

Cost of Living in the United States

Index Numbers, 1923 = 100

Source: The Conference Board



In response to demands that The Conference Board's revised indexes of the cost of living in seventy cities and in the United States as a whole be published as soon as they were available, these data for eight cities appear on pages 25–28 of this issue. The cities presented are: Dallas, Huntington, Milwaukee, Philadelphia, Pittsburgh, Rockford, St. Louis, and St. Paul. Revised indexes for other cities will appear in subsequent issues.

Robert A. Sayre
Division of Industrial Economics

Earnings, Hours, Employment and Payrolls in Manufacturing, November, 1942

NEW PEAK LEVELS of manufacturing earnings, employment, man hours and payrolls were attained in November, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five industries. The average work week was also longer than in any other month since June, 1930.

HOURLY EARNINGS AND HOURS

Hourly earnings of all workers in the twenty-five manufacturing industries in November rose to a new peak for the twenty-eighth consecutive month. At $.966 per hour they exceeded those in October by 0.8%. While this rate of increase was faster than the 0.1% advance in October, it was the next-to-smallest change since February. Principal contributory factors to higher average hourly earnings generally are wage-rate increases, longer working hours and additional overtime payment for this extra work, larger bonus or incentive payments, and changes in the distribution of the workers or in the amount of overtime worked.

An examination of the October and November data reveals which of these conditions were responsible for the rise in hourly earnings in November. Reported wage-rate increases of 6.7% applicable to 6.6% of the workers would, in themselves, have caused a rise of 0.4% in such earnings. Since the length of the work week was increased by only 0.2%, a relatively small portion of the change in hourly earnings should be attributed to overtime payments.

While the number of skilled male workers in October was 64.0% of all workers, this ratio was reduced to 63.4% in November. These skilled workers averaged 44.9 hours of work in one week in November as compared with 45.0 hours worked in one week in October. On the other hand, both lower-paid groups—unskilled male and female workers—worked more hours per week in November and received a larger amount of overtime than they had in October. Both the reduction in the proportion of higher-paid skilled workers and the reduction in the number of hours worked by them served to offset part of the rise caused by higher wage rates.

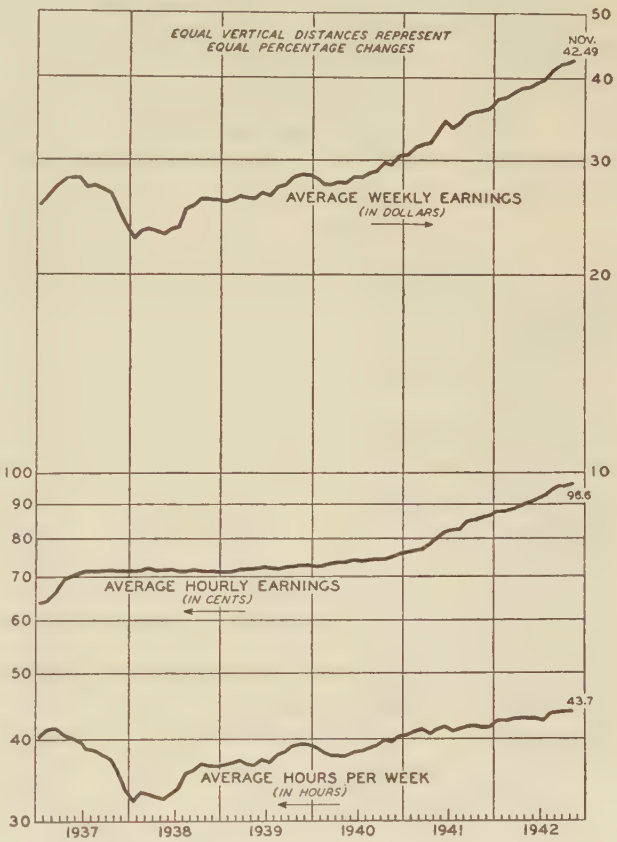
Since the longer average work week of all workers resulted entirely from increased working hours of the lower-paid female and unskilled male workers, that factor is completely eliminated as a probable cause for higher hourly earnings. Although no increased bonus or incentive payments were reported, they must have been responsible for a substantial part of the increase.

The work week averaged 43.7 hours in November and was longer than in any month since June, 1930. It was 2.2 hours, or 5.3%, longer than in November, 1941, and 4.6 hours, or 9.5%, below the average for the year 1929. Since January, 1941, hours have increased 8.7%.

WEEKLY EARNINGS

Average weekly earnings rose 0.9% in November to reach another new peak. The November level of $42.49 was 18.9% above the $35.74 averaged in November of last year and 38.8% greater than weekly earnings in January, 1941.

EARNINGS AND HOURS IN 25 INDUSTRIES
Source: THE CONFERENCE BOARD



"Real" weekly earnings regained the September peak level in November. While living costs had risen fractionally more than dollar earnings between September and October, the reverse was true from October to November, the monthly changes thus offsetting one another. With this weekly return, 10.1% more commodities and services could be purchased than a year previous and 19.1% more than in January, 1941.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1941 November	$.860	$35.74	41.5	40.6	159.0	171.2	134.3	144.6	84.3	127.4	107.4	171.1
December	.868	36.08	41.6	40.7	160.4	172.1	135.6	145.5	84.6	126.8	107.3	171.9
1942 January	.878	37.47	42.4	40.8	162.3	171.7	140.8	149.0	86.2	127.9	110.2	180.1
February	.880	37.53	42.4	40.9	162.7	171.1	141.0	148.3	86.2	128.8	111.0	181.6
March	.888	38.14	42.7	41.0	164.1	170.8	143.3	149.1	86.8	130.0	112.8	186.3
April	.896	38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
May	.906	39.00	42.7	41.2	167.5	172.1	146.6	150.7	86.8	132.5	115.0	194.2
June	.917	39.52	42.7	41.2	169.5	174.2	148.5	152.6	86.8	134.2	116.5	199.3
July	.928	39.80	42.6	41.2	171.5	175.4	149.6	153.0	86.6	135.7	117.5	203.0
August	.940	40.87	43.2	41.2	173.8	177.2	153.6	156.6	87.8	137.9	121.1	211.8
September	.957	41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
October	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6*r*	125.5*r*	224.0*r*
November	.966	42.49	43.7	41.4	178.6	178.1	159.7	159.2	88.8	141.9	126.0	226.6

*r*Revised

EARNINGS AND HOURS: ALL WAGE EARNERS, NOVEMBER, 1942

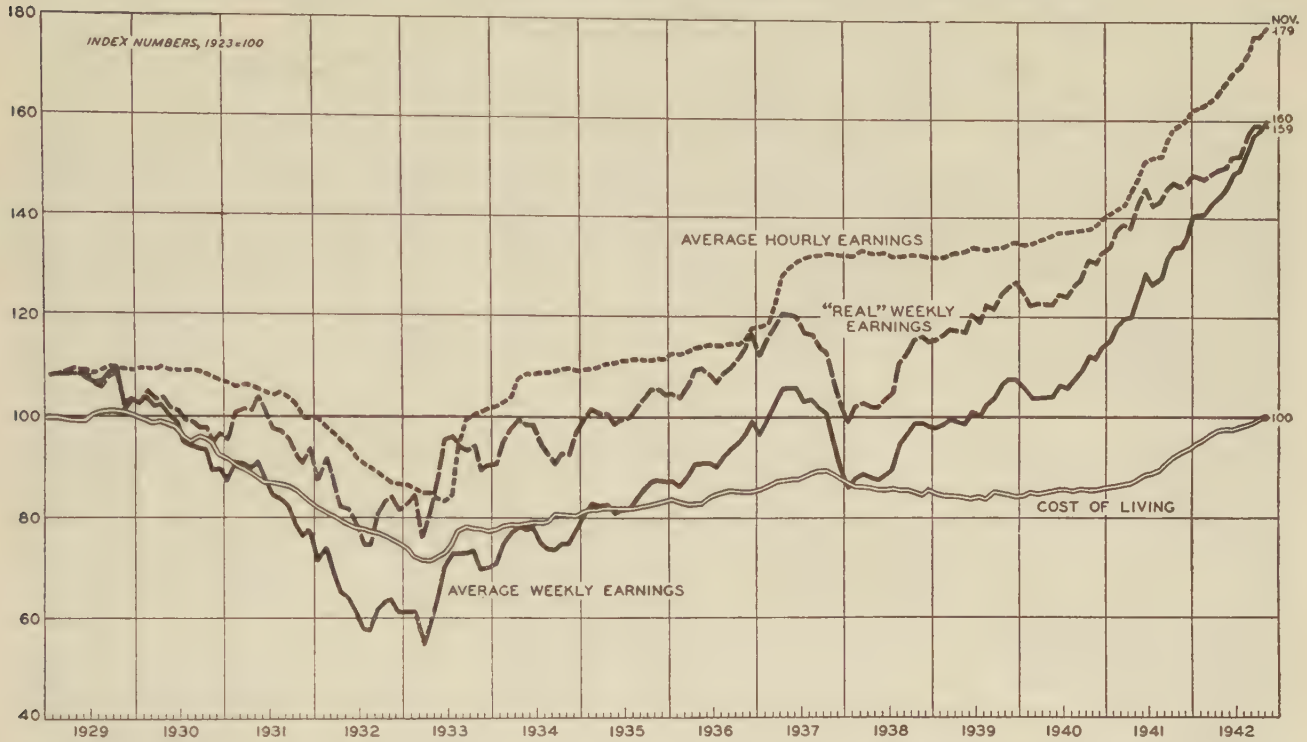
NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

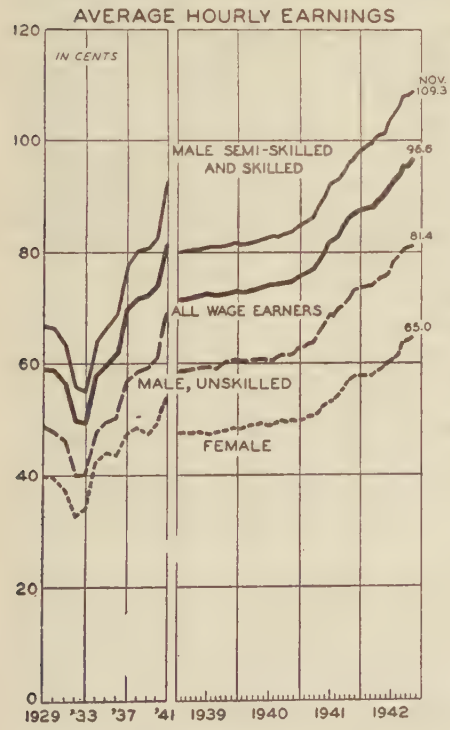
INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement*	$1.038	$1.041*r*	$46.07	$46.07*r*	44.4	44.3	43.2	43.0
Automobile[1]	1.273	1.239	57.56	56.52	45.2	45.6	41.7	41.7
Boot and shoe	.690	.690	26.36	26.75	38.2	38.8	40.4	40.4
Chemical	.978	.972	42.74	41.60	43.7	42.8	40.3	40.2
Rayon and allied products	.873	.857	37.71	33.17	43.2	38.7	40.0	40.0
Cotton—North	.727	.730	31.06	31.14	42.7	42.6	40.5	40.5
Electrical manufacturing	1.036	1.036	48.07	47.89	46.4	46.2	41.0	41.0
Furniture[2]	.867	.862*r*	38.97	38.28*r*	45.0	44.4	41.5	41.3
Hosiery and knit goods	.701	.673	27.76	26.46	39.6	39.3	40.6	40.5
Iron and steel[3]	1.093	1.077	43.06	42.97	39.4	39.9	41.2	41.2
Leather tanning and finishing	.843	.826	35.63	34.41	42.3	41.7	42.7	42.8
Lumber and millwork	.985	.990	43.19	45.03	43.8	45.5	41.2	41.2
Meat packing	.839	.829	33.86	32.16	40.4	38.8	40.1	40.1
Paint and varnish	.916	.885	40.95	38.59	44.7	43.6	40.0	40.0
Paper and pulp	.863	.848	39.06	37.56	45.3	44.3	40.4	40.5
Paper products	.786	.784	33.92	33.06	43.2	42.2	40.5	40.4
Printing—book and job	.935	.925*r*	39.96	38.57*r*	42.7	41.7*r*	39.8	39.8
Printing—news and magazine	1.039	1.034	42.19	41.07	40.6	39.7	39.7	39.7
Rubber	1.031	1.038	44.79	44.15	43.4	42.5	39.4	39.2
1. Rubber tires and tubes	1.144	1.146	49.29	48.28	43.1	42.1	39.2	38.9
2. Other rubber products	.874	.888	38.38	38.24	43.9	43.1	39.7	39.7
Silk and rayon	.665	.661	27.49	26.30	41.3	39.8	40.3	40.3
Wool	.844	.839	35.50	34.50	42.1	41.1	40.2	40.2
1. Woolen and worsted goods	.834	.826	34.86	33.39	41.8	40.4	40.0	40.0
2. Other woolen products[4]	.861	.862	36.62	36.53	42.5	42.4	40.7	40.6
Foundries and machine shops	1.047	1.042*r*	49.67	49.34*r*	47.4	47.3	43.3	43.3
1. Foundries	1.005	1.000	46.66	46.39	46.4	46.4	42.4	42.3
2. Machines and machine tools	1.059	1.034	53.09	52.53	50.1	50.8	44.9	44.9
3. Heavy equipment	1.128	1.117	53.13	52.89	47.1	47.3	43.1	43.1
4. Hardware and small parts	.954	.943	44.73	42.80	46.9	45.4	41.3	41.3
5. Other products	1.027	1.037*r*	47.92	48.18*r*	46.7	46.5	43.4	43.5*r*
25 INDUSTRIES	$.966	$.958	$42.49	$42.10	43.7	43.6	41.4	41.4
Cement	$.820	$.825	$32.38	$32.62	39.5	39.5	39.7	39.6
Petroleum refining	1.201	1.182	48.89	45.88	40.7	38.8	38.7	38.9
27 INDUSTRIES	$.968	$.960	$42.50	$42.09*r*	43.7	43.5*r*	41.3	41.3
Aircraft	$.974	$.972	$44.99	$44.63	46.2	45.9	46.9	46.0
Shipbuilding[6]	1.231	1.210	57.27	58.79	46.5	48.6	47.7	47.6

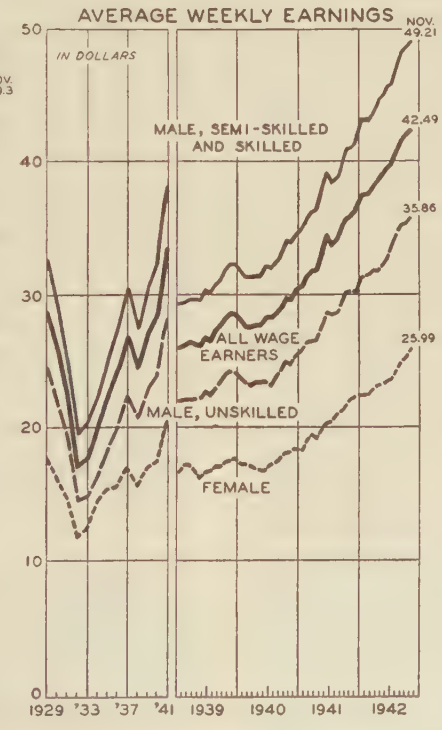
See footnotes on page 36

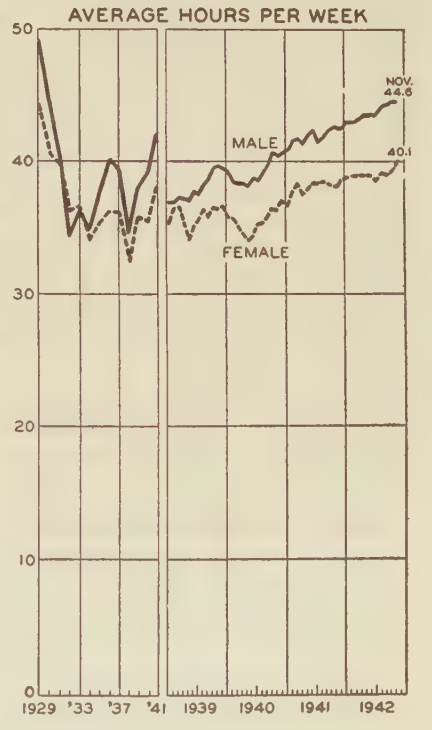
WAGE EARNINGS IN TWENTY-FIVE MANUFACTURING INDUSTRIES

Source: The Conference Board









EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, NOVEMBER, 1942

Index Numbers, 1923 = 100

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement*	186.7	187.2r	167.5	167.5	167.0	168.0	144.9	147.7r	130.0	132.2r	242.7	247.4r
Automobile[1]	201.4	196.0	191.0	187.5	190.4	188.1	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Boot and shoe	139.4	139.4	116.6	118.4	116.3	118.8	93.8	94.1	78.6	80.1	109.4	111.4
Chemical	193.3	192.1	158.8	154.6	158.3	155.1	160.9	161.7	132.1	130.2	255.5	250.0
Cotton—North	163.4	164.0	146.2	146.6	145.8	147.0	48.9	49.4	43.7	44.0	71.5	72.4
Electrical manufacturing	182.4	182.4	177.4	176.8	176.9	177.3	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
Furniture[2]	167.7	166.7r	156.3	153.5r	155.8	154.0r	98.0	99.6r	91.5	91.7r	153.2	152.9r
Hosiery and knit goods	183.5	176.2	157.1	149.7	156.6	150.2	104.3	100.6	89.2	85.4	163.9	150.6
Iron and steel[3]	183.4	180.7	125.8	125.6	125.4	126.0	126.7	127.6r	86.5	88.3r	159.4	160.2r
Leather tanning and finishing	173.5	170.0	153.8	148.6	153.3	149.0	87.0	86.8	77.3	76.0	133.8	129.0
Lumber and millwork	208.2	209.3	184.4	192.3	183.8	192.9	64.0	64.7	56.6	59.5	118.0	124.4
Meat packing	177.4	175.3	143.8	136.6	143.4	137.0	149.8	151.4	121.8	118.2	215.4	206.8
Paint and varnish	171.5	165.7	154.1	145.2	153.6	145.6	142.7	140.9	128.1	123.4	219.9	204.6
Paper and pulp	171.2	168.3	149.8	144.0	149.4	144.4	115.1	115.9	100.7	99.1	172.4	166.9
Paper products	172.4	171.9	155.7	151.8	155.2	152.3	161.5	157.2	146.6	139.4	251.5	238.6
Printing—book and job	143.2	141.7r	133.4	128.8r	133.0	129.2r	118.9	115.2r	110.6	104.6r	158.6	148.4r
Printing—news and magazine	149.9	149.2	135.1	131.5	134.7	131.9	124.0	123.7	111.8	109.1	167.5	162.7
Rubber	164.7	165.8	159.8	157.5	159.3	158.0	109.3	107.1	105.9	101.6	174.7	168.7
Silk and rayon	134.1	133.3	119.4	114.2	119.0	114.5	84.0	83.7	74.6	71.6	100.3	95.6
Wool	167.1	166.1	148.1	143.9	147.7	144.3	84.1	84.4	74.5	73.0	124.6	121.5
Foundries and machine shops	182.7	181.8r	175.1	173.9r	174.6	174.4r	236.0	235.9r	225.6	225.0r	413.2	410.2r
1. Foundries	170.3	169.5	157.6	156.7	157.1	157.2	149.9	148.4	138.5	137.1	236.2	232.5
2. Machines and machine tools	192.9	188.3	194.5	192.4	193.9	193.0	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
3. Heavy equipment	168.4	166.7	160.9	160.2	160.4	160.7	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*
4. Hardware and small parts	186.3	184.2	180.3	172.5	179.8	173.0	208.9	206.1	202.0	192.9	376.6	355.5
5. Other products	183.4	185.2r	175.3	176.3r	174.8	176.8r	264.9	271.4r	253.5	258.6r	464.4	478.5r
25 INDUSTRIES	178.6	177.1	159.7	158.2	159.2	158.7	141.9	141.6r	126.0	125.5r	226.6	224.0r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries."

See footnotes on page 36

EMPLOYMENT, MAN HOURS AND PAYROLLS

Total employment increased 0.2% in November. The employment of larger numbers of women in these manufacturing industries was responsible. Not only did more women replace men workers as evidenced by the decline in all male employment but enough women were added to raise total employment to another new peak level. Since November, 1941, the number of employed workers advanced 11.4% in these industries and since January, 1941, it has risen 30.1%.

Total man hours worked rose 0.4% in November, establishing the ninth consecutive new peak for the series. Since November of last year man hours of work have increased 17.3% and since January, 1941, they have advanced 41.4%.

Payrolls advanced 1.2%, reflecting the October-November rises in hourly earnings, lengthening of the work week and higher employment. November was the sixteenth consecutive month in which this series surpassed its previous peak level. At 226.6 (1923 = 100), total payrolls in November had risen 32.4% over the year-period and 80.6% since January, 1941.

OTHER INDUSTRIES

Curtailed employment in November was largely responsible for fractionally reduced hourly earnings in the cement industry in that month. While average hours worked in one week by all male workers in November remained at the October level, unskilled workers, comprising 13% of the total in the industry, averaged almost an hour more of work and the larger skilled group worked a fractionally smaller number of hours than in October. Average weekly earnings of all male wage earners thus fell off 0.7% from the October peak to $32.38 in November.

Average hourly earnings of all male workers in the petroleum-refining industry advanced 1.6% in November, surpassing earnings in September, the previous peak month. Longer working hours and higher hourly earnings raised total payrolls substantially in November, despite curtailed employment, and a new high level for weekly earnings of $48.89 was reached. Data applicable to both classes of labor followed the same general trend.

Average hourly earnings of all workers in the aircraft industry advanced fractionally to $.974 in November as a result of a slightly longer work week. Each of the labor groups received higher hourly earnings in November. Both male groups worked slightly longer hours and received substantially higher hourly earnings,

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, NOVEMBER, 1942

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement*	$1.047	$1.047	$46.61	$46.43r	44.5	44.3r	$.745	$.789r	$30.84	$33.20r	41.4	42.1r
Automobile[1]	1.303	1.268	59.29	58.20	45.5	45.9	.873	.852	36.40	34.85	41.7	40.9
Boot and shoe	.796	.793	31.17	31.49	39.1	39.7	.563	.567	20.61	21.09	36.6	37.2
Chemical	1.042	1.031	46.16	44.85	44.3	43.5	.657	.654	27.07	25.64	41.2	39.2
Rayon and allied products	.930	.926	38.04	37.41	40.9	40.4	.625	.633	23.13	23.48	37.0	37.1
Cotton—North	.784	.786	34.95	35.12	44.6	44.7	.660	.663	26.85	26.81	40.7	40.4
Electrical manufacturing	1.143	1.134	54.24	53.69	47.5	47.3	.746	.740	32.60	31.93	43.7	43.2
Furniture[2]	.884	.880r	40.05	39.34r	45.3	44.7r	.595	.576r	23.80	22.58r	40.0	39.2r
Hosiery and knit goods	.883	.860	36.82	35.98	41.7	41.8	.562	.550	21.88	21.02	38.9	38.2
Iron and steel[3]	1.093	1.077	43.06	42.97	39.4	39.9	....	....	....	....	....	....
Leather tanning and finishing	.866	.848	37.01	35.66	42.8	42.1	.678	.663	26.49	25.80	39.1	38.9
Lumber and millwork	.985	.990	43.19	45.03	43.8	45.5	....	....	....	....	....	....
Meat packing	.879	.871	35.99	34.28	41.0	39.4	.667	.645	25.31	23.51	37.9	36.4
Paint and varnish	.951	.904	42.99	39.78	45.2	44.0	.677	.654	25.18	24.13	37.2	36.9
Paper and pulp	.885	.868	40.30	38.64	45.6	44.5	.608	.588	24.78	22.74	40.8	38.7
Paper products	.889	.885	39.84	38.51	44.8	43.5	.585	.574	23.60	22.71	40.3	39.6
Printing—book and job	1.058	1.045r	45.71	44.31r	43.2	42.4r	.567	.565	23.42	22.43	41.3	39.7
Printing—news and magazine	1.124	1.113	45.47	44.19	40.5	39.7	.615	.604	25.50	24.01	41.5	39.8
Rubber	1.175	1.185	52.85	52.12	45.0	44.0	.744	.734	30.21	29.19	40.6	39.7
1. Rubber tires and tubes	1.246	1.247	55.14	54.11	44.2	43.4	.825	.810	32.85	31.07	39.8	38.4
2. Other rubber products	1.035	1.061	48.14	48.00	46.5	45.2	.684	.681	28.19	27.77	41.2	40.8
Silk and rayon	.761	.747	32.46	30.88	42.7	41.3	.517	.522	20.36	19.65	39.4	37.6
Wool	.905	.897	39.14	38.29	43.3	42.7	.739	.733	29.09	28.10	39.4	38.3
1. Woolen and worsted goods	.892	.883	38.04	36.69	42.6	41.6	.750	.737	29.57	28.26	39.4	38.3
2. Other woolen products[4]	.919	.912	40.41	40.19	44.0	44.1	.717	.723	28.16	27.75	39.3	38.4
Foundries and machine shops	1.082	1.072r	51.80	51.23r	47.9	47.8	.736	.730r	32.15	31.51r	43.7	43.2
1. Foundries	1.012	1.006	47.15	46.81	46.6	46.5	.738	.731	30.72	30.77	41.6	42.1
2. Machines and machine tools	1.093	1.064	55.74	54.87	51.0	51.6	.758	.705	33.16	30.60	43.7	43.4
3. Heavy equipment	1.128	1.117	53.13	52.89	47.1	47.3	....	....	....	....	....	....
4. Hardware and small parts	1.019	1.002	48.95	46.73	48.0	46.7	.685	.682	29.26	27.57	42.7	40.4
5. Other products	1.077	1.080r	50.78	50.56r	47.2	46.8	.749	.757r	33.03	33.56r	44.1	44.3r
25 INDUSTRIES	$1.036	$1.026r	$46.28	$45.85r	44.6	44.6	$.650	$.640r	$25.99	$25.30r	40.1	39.4
Cement	$.820	$.825	$32.38	$32.62	39.5	39.5	....	....	....	....	....	....
Petroleum refining	1.201	1.182	48.89	45.88	40.7	38.8	....	....	....	....	....	....
27 INDUSTRIES	$1.037	$1.026	$46.21	$45.74r	44.5	44.4	....	....	....	....	....	....
Aircraft	$1.037	$1.023	$48.95	$47.36	47.2	46.3	$.795	$.793	$34.42	$35.13	43.3	44.3
Shipbuilding	1.235	1.210	57.43	58.79	46.5	48.6	.816	....	37.70	....	46.2	....

See footnotes on page 36

bringing their weekly return to a new peak level. Weekly earnings of skilled male workers were similarly the highest ever recorded in the survey series. The average of unskilled male workers' earnings was exceeded in earlier months of the year. A larger number of female workers was involved in arriving at the average of 43.3 hours per week in November than in October when the average was 44.3 hours worked, so that the weekly return of these workers was smaller in November, amounting to only $34.42.

Shipbuilding workers averaged $1.231 per hour in November despite a somewhat shorter work week. Since November was the first month in which a substantial number of female workers was reported working in this industry, averages for them have been compiled for the first time. Although they comprise only 1% of the workers in the industry, the inclusion of them in the averages for all workers was sufficient to reduce hourly earnings from $1.235, the average for all male workers in November and comparable with the $1.210 shown for all wage earners in October, to $1.231, the November average for all wage earners. Although the inclusion of female workers had no effect upon the averages of hours worked per week, it affected the average weekly earnings of all workers, making them $57.27 as compared with $57.43 for male workers alone.

LABOR STATISTICS IN NOVEMBER

Hourly earnings, in rising 0.8% in November, reached a new peak level of $.966. This level was 12.3% above that of November, 1941.

Weekly earnings advanced 0.9% in November to $42.49. They were 18.9% higher than in the same month of 1941, and 48.8% more than in the year 1929.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, NOVEMBER, 1942

NOTE: *Hourly earnings are not wage rates, because they include overtime and incentive payments*

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement*	$.839	$.839r	$35.99	$36.01r	42.9	42.9	$1.073	$1.074r	$47.97	$47.84r	44.7	44.5r
Automobile[1]	1.048	1.040	46.95	47.11	44.8	45.3	1.338	1.299	61.01	59.75	45.6	46.0
Boot and shoe	.450	.447	17.91	17.57	39.8	39.3	.810	.807	31.67	32.04	39.1	39.7
Chemical	.878	.868	38.11	36.72	43.4	42.3	1.096	1.083	48.77	47.54	44.5	43.9
Rayon and allied products	.688	.666	27.31	25.57	39.7	38.4	.963	.961	39.39	39.02	40.9	40.6
Cotton—North	.715	.710	31.79	31.79	44.5	44.8	.815	.821	36.36	36.63	44.6	44.6
Electrical manufacturing	.841	.840	38.77	38.81	46.1	46.2	1.177	1.167	56.03	55.32	47.6	47.4
Furniture[2]	.715	.709r	33.75	32.05r	47.2	45.2r	.926	.923r	41.48	41.17r	44.8	44.6r
Hosiery and knit goods	.558	.540	23.73	22.84	42.6	42.3	.918	.895	38.21	37.37	41.6	41.8
Iron and steel[3]	.846	.822	32.57	31.73	38.5	38.6	1.137	1.122	44.91	44.99	39.5	40.1
Leather tanning and finishing	.647	.637	27.41	26.63	42.4	41.8	.916	.893	39.00	37.30	42.6	41.8
Lumber and millwork	.743	.736	31.76	31.31	42.7	42.6	1.047	1.054	46.60	49.26	44.5	46.8
Meat packing	.743	.744	29.87	28.79	40.2	38.7	.952	.939	39.41	37.28	41.4	39.7
Paint and varnish	.790	.769	34.60	33.30	43.8	43.3	1.038	.977	47.54	43.28	45.8	44.3
Paper and pulp	.756	.736	33.14	31.42	43.9	42.7	.942	.927	43.63	42.00	46.3	45.3
Paper products	.712	.703	30.75	29.61	43.2	42.1	.949	.944	43.06	41.53	45.4	44.0
Printing—book and job	.636	.639r	27.48	27.03r	43.2	42.3	1.199	1.180r	51.80	50.03r	43.2	42.4r
Printing—news and magazine	.721	.733	28.54	29.76	39.6	40.6	1.237	1.227	50.35	48.40	40.7	39.4
Rubber	.865	.879	36.94	37.45	42.7	42.6	1.183	1.193	53.32	52.54	45.1	44.0
1. Rubber tires and tubes	.962	.979	40.02	41.41	41.6	42.3	1.253	1.254	55.55	54.44	44.3	43.4
2. Other rubber products	.702	.702	31.44	30.42	44.8	43.3	1.046	1.074	48.72	48.62	46.6	45.3
Wool	.742	.733	31.41	30.17	42.3	41.2	.981	.972	42.86	42.23	43.7	43.5
1. Woolen and worsted goods	.769	.760	32.22	30.79	41.9	40.5	.970	.959	41.84	40.50	43.1	42.2
2. Other woolen products[4]	.692	.686	29.89	29.02	43.2	42.3	.991	.983	43.82	43.90	44.2	44.7
Foundries and machine shops	.895	.881r	42.33	41.86r	47.3	47.5	1.122	1.116r	54.47	54.02r	48.5	48.4
1. Foundries	.832	.828	37.92	37.39	45.6	45.2	1.089	1.082	51.22	50.95	47.0	47.1
2. Machines and machine tools	.957	.936	48.37	47.84	50.6	51.1	1.117	1.097	57.65	57.29	51.6	52.2
3. Heavy equipment	.897	.873	41.82	41.24	46.6	47.2	1.172	1.166	55.65	55.68	47.5	47.8
4. Hardware and small parts	.831	.813	39.37	38.83	47.4	47.8	1.038	1.022	50.29	47.69	48.4	46.7
5. Other products	.931	.927r	44.10	43.90r	47.4	47.4r	1.114	1.120r	53.70	53.40r	48.2	47.7r
24 INDUSTRIES[5]	$.814	$.803r	$35.86	$35.23r	44.0	43.7	$1.093	$1.083	$49.21	$48.85r	44.9	45.0
Cement	$.718	$.725	$28.65	$28.34	39.9	39.1	$.836	$.840	$32.93	$33.26	39.4	39.6
Petroleum refining	.914	.893	35.83	34.74	39.2	38.9	1.252	1.233	51.33	47.84	41.0	38.8
26 INDUSTRIES[5]	$.814	$.804r	$35.80	$35.16r	43.9	43.6	$1.094	$1.084r	$49.11	$48.71r	44.8	44.8
Aircraft	$.973	$.950	$44.08	$42.47	45.3	44.7	$1.040	$1.025	$49.19	$47.46	47.3	46.3
Shipbuilding	1.052	1.028r	48.60	51.30r	46.2	49.9r	1.306	1.285r	60.86	61.81r	46.6	48.1r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

[1]Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.

[2]Includes wood, metal, and upholstered household and office furniture.

[3]Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

[4]Principally rugs.

[5]Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

p Preliminary

r Revised

[6]November averages are not entirely comparable with those for October because data for female workers were included for the first time in November. Averages for all male wage earners in November are comparable to averages for all wage earners in all previous months.

n.a. Not available for publication; included in total indexes.

*For complete revision see pp. 20-23.

Hours per week in November increased 0.2% from the October level and 5.3% since November, 1941, but were 9.5% below the 1929 average.

"Real" weekly earnings, which are dollar earnings adjusted for changes in the cost of living, stood at 159.2 (1923 = 100) in November. In a year-period, they have risen 10.1% and 48.5% since 1929.

Employment gains in November averaged 0.2%. The year-to-year increase amounted to 11.4% while that since 1929 was 40.5%.

Man hours advanced 0.4% from October to November, and were 17.3% higher than in November, 1941.

Payrolls at 226.6 (1923 = 100) in November were up 1.2% since October, and 32.4% since November, 1941.

In November more persons were employed by manufacturers than in any previous month. Both total man hours worked and total payrolls disbursed exceeded all previous levels. The average worker received $.966 for each hour of work and earned $42.49 for a work week of 43.7 hours. The purchasing value of this November weekly income was the same as that in September and greater than in any other month since these surveys were initiated.

E. B. DUNN
Division of Industrial Economics

Cost of Living, United States and 70 Cities, December

LIVING COSTS of families of wage earners and lower-salaried clerical workers in the United States showed a further increase of 0.7% between November 15 and December 15, principally because of a substantial rise of 1.7% in food prices. Fuel and light costs advanced 0.1% as a result of increased coal prices. The cost of sundries also rose fractionally, 0.2%. Housing costs stayed at the same level for the sixth consecutive month and clothing prices remained the same as in November. Compared with those prevailing a year ago, food prices were 17.0% higher; clothing costs, 10.6%; sundries costs, 4.1%; and fuel and light costs, 0.3%. THE CONFERENCE BOARD's cost of living index (1923 = 100) advanced to 101.0 in December, as compared with 100.3 in November, 93.2 in December, 1941, and 86.0 in January, 1941.

The cost of living rose over the month in all industrial cities for which THE CONFERENCE BOARD constructs indexes, except in Lynn, Massachusetts, where no change occurred.

Revised indexes of the cost of living in eight cities—Dallas, Huntington, Milwaukee, Philadelphia, Pittsburgh, Rockford, St. Louis, and St. Paul—appear on pages 25-28 of this magazine. Revised indexes for all other cities and for the United States will appear in subsequent issues.

H. S. HILL
Division of Industrial Economics

CHANGES IN THE COST OF LIVING, DECEMBER, 1942

Item	Budgetary Weights[1]	Index Numbers, 1923=100			Percentage Changes	
		December, 1942	November, 1942	December, 1941	November, 1942 to December, 1942	December, 1941 to December, 1942
Food[2]	33	108.3	106.5	92.6	+1.7	+17.0
Housing	20	90.8	90.8	89.9	0	+1.0
Clothing	12	88.6	88.6*r*	80.1	0	+10.6
Men's	...	*98.1*	*98.1r*	*87.8*	*0*	*+11.7*
Women's	...	*79.0*	*79.0*	*72.3*	*0*	*+9.3*
Fuel and light	5	90.6	90.5	90.3	+0.1	+0.3
Coal	...	*93.0*	*92.9*	*92.5*	*+0.1*	*+0.5*
Electricity[3]	...	*67.5*	*67.5*	*67.9*	*0*	*-0.6*
Gas[4]	...	*94.8*	*94.8*	*94.9*	*0*	*-0.1*
Sundries	30	106.4	106.2	102.2	+0.2	+4.1
Weighted average of all items	100	101.0	100.3	93.2	+0.7	+8.4
Purchasing value of dollar	...	99.0	99.7	107.3	-0.7	-7.7

[1]Relative importance in post World War I family budget.
[2]Based on THE CONFERENCE BOARD's indexes of food prices November 14, 1941, November 16, 1942, and December 15, 1942.
[3]Based upon retail prices of 35 kilowatt-hours of electricity.
[4]Based upon retail prices of 1,000 cubic feet of natural gas, or 2,000 cubic feet of manufactured gas.

COST OF LIVING OF WAGE EARNERS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR
Index Numbers, 1923=100

Date	Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light				Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total	Coal	Electricity	Gas		
1941 December	93.2	92.6	89.9	80.1	87.8	72.3	90.3	92.5	67.9	94.9	102.2	107.3
1942 January	94.5	95.2	90.1	82.4	91.4	73.4	90.3	92.6	67.6	94.7	102.5	105.8
February	95.1	95.7	90.4	84.5	93.6	75.3	90.4	92.7	67.6	94.7	102.9	105.2
March	96.1	97.5	90.7	85.8	95.2	76.4	90.4	92.8	67.6	94.7	103.5	104.1
April	97.1	98.8	91.0	88.4	98.3	78.5	90.1	92.3	67.6	94.7	104.1	103.0
May	97.3	99.1	91.1	88.6	98.0	79.1	90.5	92.9	67.6	94.7	104.2	102.8
June	97.3	99.5	91.0	88.1	97.8	78.3	90.4	92.8	67.6	94.7	104.1	102.8
July	97.8	100.3	90.8	88.0	97.6	78.4	90.4	92.8	67.5	94.8	105.0	102.2
August	98.1	101.1	90.8	88.2	97.7	78.6	90.4	92.8	67.5	94.8	105.0	101.9
September	98.6	102.8	90.8	88.4	97.8	78.9	90.5	92.9	67.5	94.8	104.7	101.4
October	99.7	105.4	90.8	88.5	97.9	79.0	90.5	92.9	67.5	94.8	105.4	100.3
November	100.3	106.5	90.8	88.6*r*	98.1*r*	79.0	90.5	92.9	67.5	94.8	106.2	99.7
December	101.0	108.3	90.8	88.6	98.1	79.0	90.6	93.0	67.5	94.8	106.4	99.0

*r*Revised

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING NOVEMBER AND DECEMBER, 1942

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Dec. 1942	Nov. 1942	Dec. 1941	Nov. 1942 to Dec. 1942	Dec. 1941 to Dec. 1942
Akron					
Food	136.9	136.1	118.7	+0.6	+15.3
Housing	113.7	113.7	120.7	0	−5.8
Clothing	121.3	121.3	114.7	0	+5.8
Fuel and light	113.3	113.3	113.0	0	+0.3
Housefurnishings	118.4	118.4	113.8	0	+4.0
Sundries	107.9	107.7	104.5	+0.2	+3.3
Weighted Total	120.5	120.2	114.1	+0.2	+5.6
Atlanta					
Food	135.9	133.7	119.2	+1.6	+14.0
Housing	99.2	99.2	99.2	0	0
Clothing	118.2	118.0	109.4	+0.2	+8.0
Fuel and light	111.6	111.6	111.8	0	−0.2
Housefurnishings	117.1	117.1	113.6	0	+3.1
Sundries	107.6	107.5	104.6	+0.1	+2.9
Weighted Total	116.9	116.2	109.6	+0.6	+6.7
Baltimore					
Food	152.7	150.3	124.0	+1.6	+23.1
Housing	107.6	107.6	107.2	0	+0.4
Clothing	120.5	120.5	106.5	0	+13.1
Fuel and light	106.2	106.2	106.0	0	+0.2
Housefurnishings	130.6	130.6	126.2	0	+3.5
Sundries	103.6	103.5	101.6	+0.1	+2.0
Weighted Total	124.6	123.8	112.2	+0.6	+11.1
Birmingham					
Food	139.6	137.5	125.5	+1.5	+11.2
Housing	106.5	106.5	106.7	0	−0.2
Clothing	124.7	124.7	111.8	0	+11.5
Fuel and light	107.4	107.4	106.8	0	+0.6
Housefurnishings	117.8	117.8	114.6	0	+2.8
Sundries	103.2	103.1	100.5	+0.1	+2.7
Weighted Total	117.8	117.1	111.1	+0.6	+6.0
Boston					
Food	142.7	139.0	118.2	+2.7	+20.7
Housing	103.6	103.8	103.2	−0.2	+0.4
Clothing	125.1	125.1	111.9	0	+11.8
Fuel and light	107.9	107.9	107.9	0	0
Housefurnishings	127.9	127.9	121.5	0	+5.3
Sundries	105.3	105.3	103.5	0	+1.7
Weighted Total	121.2	119.9	110.5	+1.1	+9.7
Bridgeport					
Food	138.6	135.4	120.0	+2.4	+15.5
Housing	106.9	106.9	110.1	0	−2.9
Clothing	125.0	124.9	107.6	+0.1	+16.2
Fuel and light	107.6	107.6	106.4	0	+1.1
Housefurnishings	126.4	126.4	118.7	0	+6.5
Sundries	111.1	111.0	103.7	+0.1	+7.1
Weighted Total	121.7	120.6	111.7	+0.9	+9.0
Buffalo					
Food	139.8	137.0	121.5	+2.0	+15.1
Housing	114.7	114.7	111.6	0	+2.8
Clothing	118.0	119.0	107.0	−0.8	+10.3
Fuel and light	103.0	102.8	103.1	+0.2	−0.1
Housefurnishings	126.1	125.8	120.9	+0.2	+4.3
Sundries	108.9	108.6	103.2	+0.3	+5.5
Weighted Total	121.0	120.1	111.8	+0.7	+8.2

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Dec. 1942	Nov. 1942	Dec. 1941	Nov. 1942 to Dec. 1942	Dec. 1941 to Dec. 1942
Chattanooga					
Food	153.8	150.8	127.3	+2.0	+20.8
Housing	103.7	103.7	103.4	0	+0.3
Clothing	118.3	118.3	107.0	0	+10.6
Fuel and light	104.8	104.8	104.7	0	+0.1
Housefurnishings	121.5	121.5	118.2	0	+2.8
Sundries	102.7	102.5	100.3	+0.2	+2.4
Weighted Total	120.4	119.5	110.7	+0.8	+8.8
Chicago					
Food	136.1	135.2r	118.0	+0.7	+15.3
Housing	105.5	105.5	102.8	0	+2.6
Clothing	122.5	122.4	110.6	+0.1	+10.8
Fuel and light	100.0	99.7	100.2	+0.3	−0.2
Housefurnishings	124.7	124.8	117.6	−0.1	+6.0
Sundries	103.5	103.4	101.4	+0.1	+2.1
Weighted Total	116.9	116.5	108.4	+0.3	+7.8
Cincinnati					
Food	132.3	131.8	113.6	+0.4	+16.5
Housing	100.9	100.9	100.8	0	+0.1
Clothing	121.7	121.7	106.1	0	+14.7
Fuel and light	106.2	106.2	106.0	0	+0.2
Housefurnishings	124.1	124.1	115.6	0	+7.4
Sundries	106.3	106.1	103.7	+0.2	+2.5
Weighted Total	116.7	116.5	107.6	+0.2	+8.5
Cleveland					
Food	133.5	132.5	117.4	+0.8	+13.7
Housing	104.7	104.7	105.0	0	−0.3
Clothing	126.9	126.9	114.2	0	+11.1
Fuel and light	105.7	105.7	106.1	0	−0.4
Housefurnishings	118.2	118.2	114.1	0	+3.6
Sundries	104.7	104.5	101.8	+0.2	+2.8
Weighted Total	116.6	116.3	109.4	+0.3	+6.6
Dallas					
Food	140.2	137.3r	119.6r	+2.1	+17.2
Housing	105.6	105.6	101.6	0	+3.9
Clothing	122.8	122.8	109.6	0	+12.0
Fuel and light	93.3	93.3r	100.0	0	−6.7
Housefurnishings	127.9	127.9	121.0	0	+5.7
Sundries	111.4	109.1r	107.1r	+2.1	+4.0
Weighted Total	119.3	117.8r	110.2r	+1.3	+8.3
Dayton					
Food	128.5	127.5	113.5	+0.8	+13.2
Housing	105.1	105.1	110.3	0	−4.7
Clothing	121.5	121.5	112.0	0	+8.5
Fuel and light	105.5	105.5	105.2	0	+0.3
Housefurnishings	127.5	127.5	123.8	0	+3.0
Sundries	104.1	104.0	102.0	+0.1	+2.1
Weighted Total	115.4	115.0	109.6	+0.3	+5.3
Denver					
Food	133.8	132.7	117.9	+0.8	+13.5
Housing	105.6	105.6	104.4	0	+1.1
Clothing	121.6	121.2	109.4	+0.3	+11.2
Fuel and light	105.1	103.7	102.9	+1.4	+2.1
Housefurnishings	122.4	122.4	112.4	0	+8.9
Sundries	100.9	100.7	102.0	+0.2	−1.1
Weighted Total	115.1	114.6	108.6	+0.4	+6.0

Footnotes given on page 42

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING NOVEMBER AND DECEMBER, 1942—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Dec. 1942	Nov. 1942	Dec. 1941	Nov. 1942 to Dec. 1942	Dec. 1941 to Dec. 1942
Des Moines					
Food	152.4	146.7r	133.5	+3.9	+14.2
Housing	105.3	105.3	103.5	0	+1.7
Clothing	126.8	126.8	112.5	0	+12.7
Fuel and light	114.8	114.7	113.9	+0.1	+0.8
Housefurnishings	123.8	123.8	114.0	0	+8.6
Sundries	103.7	103.5r	100.9	+0.2	+2.8
Weighted Total	123.5	121.7r	114.3	+1.5	+8.0
Detroit					
Food	138.0	135.6	114.2	+1.8	+20.8
Housing	107.0	107.0	106.7	0	+0.3
Clothing	117.9	117.9	105.6	0	+11.6
Fuel and light	109.8	109.8	109.6	0	+0.2
Housefurnishings	133.1	133.1	124.0	0	+7.3
Sundries	102.7	102.5	100.6	+0.2	+2.1
Weighted Total	117.7	116.9	108.1	+0.7	+8.9
Duluth					
Food	139.2	136.7	122.5	+1.8	+13.6
Housing	100.1	100.1	100.1	0	0
Clothing	124.6	124.2	109.7	+0.3	+13.6
Fuel and light	100.9	100.7	100.7	+0.2	+0.2
Housefurnishings	129.7	129.6	123.2	+0.1	+5.3
Sundries	104.7	104.5	102.0	+0.2	+2.6
Weighted Total	117.3	116.5	109.6	+0.7	+7.0
Erie, Pa.					
Food	142.0	138.3	117.6	+2.7	+20.7
Housing	109.9	109.9	105.5	0	+4.2
Clothing	133.7	132.5	111.3	+0.9	+20.1
Fuel and light	107.5	107.5	107.0	0	+0.5
Housefurnishings	129.8	129.8	126.0	0	+3.0
Sundries	110.6	110.5	106.5	+0.1	+3.8
Weighted Total	125.5	123.9	111.9	+1.3	+12.2
Fall River					
Food	143.5	143.3	124.0	+0.1	+15.7
Housing	104.3	104.3	101.9	0	+2.4
Clothing	118.8	118.8	107.3	0	+10.7
Fuel and light	102.9	102.9	102.6	0	+0.3
Housefurnishings	114.3	114.3	114.5	0	−0.2
Sundries	106.9	106.8	104.8	+0.1	+2.0
Weighted Total	120.5	120.4	111.5	+0.1	+8.1
Front Royal, Va.					
Food	155.7	153.1	132.8	+1.7	+17.2
Housing	92.0	92.0	93.7	0	−1.8
Clothing	127.9	127.9	119.1	0	+7.4
Fuel and light	103.9	103.9	103.5	0	+0.4
Housefurnishings	127.1	127.1	122.4	0	+3.8
Sundries	106.8	106.5	101.8	+0.3	+4.9
Weighted Total	119.1	118.4	110.8	+0.6	+7.5
Grand Rapids					
Food	143.9	139.3	128.1	+3.3	+12.3
Housing	106.6	106.6	106.6	0	0
Clothing	121.9	121.9	109.9	0	+10.9
Fuel and light	108.1	108.1	108.0	0	+0.1
Housefurnishings	132.7	132.7	123.9	0	+7.1
Sundries	105.9	105.7	103.5	+0.2	+2.3
Weighted Total	120.5	119.1	113.4	+1.2	+6.3
Houston					
Food	135.3	134.4	122.6	+0.7	+10.4
Housing	105.7	105.7	102.8	0	+2.8
Clothing	124.3	124.3	111.2	0	+11.8
Fuel and light	92.3	92.3	92.3	0	0
Housefurnishings	126.1	126.1	119.0	0	+6.0
Sundries	106.7	106.4	104.1	+0.3	+2.5
Weighted Total	116.9	116.5	110.2	+0.3	+6.1
Huntington, W. Va.					
Food	139.0	136.3	*n.a.*	+2.0	*n.a.*
Housing	111.7	111.7	*n.a.*	0	*n.a.*
Clothing	118.3	118.3	*n.a.*	0	*n.a.*
Fuel and light	100.0	100.0	*n.a.*	0	*n.a.*
Housefurnishings	124.0	124.0	*n.a.*	0	*n.a.*
Sundries	112.5	112.3	*n.a.*	+0.2	*n.a.*
Weighted Total	121.3	120.4	*n.a.*	+0.7	*n.a.*
Indianapolis					
Food	137.2	136.3	123.9	+0.7	+10.7
Housing	107.9	107.9	108.2	0	−0.3
Clothing	119.9	119.9	110.1	0	+8.9
Fuel and light	104.7	104.7	104.4	0	+0.3
Housefurnishings	112.1	112.1	109.5	0	+2.4
Sundries	107.3	107.1	104.6	+0.2	+2.6
Weighted Total	117.4	117.1	111.6	+0.3	+5.2
Kansas City, Mo.					
Food	126.8p	121.8	109.9	+4.1	+15.4
Housing	101.7	101.7	101.4	0	+0.3
Clothing	121.7	121.7	111.1	0	+9.5
Fuel and light	110.6	110.6	110.0	0	+0.5
Housefurnishings	120.9	120.9	115.8	0	+4.4
Sundries	104.9	104.9	100.8	0	+4.1
Weighted Total	113.6p	112.2	106.0	+1.2	+7.2
Lansing					
Food	157.9	150.3	132.8	+5.1	+18.9
Housing	98.0	98.0	98.0	0	0
Clothing	124.1	124.1	109.8	0	+13.0
Fuel and light	101.6	101.6	101.6	0	0
Housefurnishings	129.5	129.5	123.6	0	+4.8
Sundries	105.9	105.7	103.9	+0.2	+1.9
Weighted Total	121.8	119.6	112.3	+1.8	+8.5
Los Angeles					
Food	144.6	142.3	122.0	+1.6	+18.5
Housing	104.6	104.6	104.3	0	+0.3
Clothing	119.0	119.0	107.7	0	+10.5
Fuel and light	96.2	96.2	96.2	0	0
Housefurnishings	123.8	123.8	121.2	0	+2.1
Sundries	106.7	106.5	102.7	+0.2	+3.9
Weighted Total	119.3	118.5	109.9	+0.7	+8.6
Louisville					
Food	128.8	127.6	115.2	+0.9	+11.8
Housing	104.5	104.5	104.6	0	−0.1
Clothing	120.1	119.7	111.3	+0.3	+7.9
Fuel and light	115.5	115.5	115.4	0	+0.1
Housefurnishings	127.7	127.7	120.6	0	+5.9
Sundries	103.4	103.1	99.9	+0.3	+3.5
Weighted Total	116.0	115.6	109.2	+0.3	+6.2

Footnotes given on page 42

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING NOVEMBER AND DECEMBER, 1942—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Dec. 1942	Nov. 1942	Dec. 1941	Nov. 1942 to Dec. 1942	Dec. 1941 to Dec. 1942
Lynn					
Food	143.1	143.2	123.5	−0.1	+15.9
Housing	104.5	104.5	103.0	0	+1.5
Clothing	123.6	123.4	113.8	+0.2	+8.6
Fuel and light	111.1	111.1	110.8	0	+0.3
Housefurnishings	125.6	125.6	122.0	0	+3.0
Sundries	106.9	106.9	104.5	0	+2.3
Weighted Total	122.9	122.9	113.7	0	+8.1
Macon					
Food	145.5	144.0	126.0	+1.0	+15.5
Housing	115.9	115.9	120.4	0	−3.7
Clothing	116.7	116.7	107.0	0	+9.1
Fuel and light	106.4	106.4	107.8	0	−1.3
Housefurnishings	129.3	129.3	124.6	0	+3.8
Sundries	108.1	107.9r	101.0	+0.2	+7.0
Weighted Total	122.5	122.0r	113.4	+0.4	+8.0
Manchester, N. H.					
Food	136.5	133.0	117.5	+2.6	+16.2
Housing	102.9	103.0	102.8	−0.1	+0.1
Clothing	119.3	119.3	107.7	0	+10.8
Fuel and light	105.5	105.5	105.5	0	0
Housefurnishings	123.8	123.8	119.9	0	+3.3
Sundries	105.5	105.4	103.3	+0.1	+2.1
Weighted Total	118.9	117.6	109.9	+1.1	+8.2
Meadville, Pa.					
Food	143.5	140.9	123.7	+1.8	+16.0
Housing	110.8	110.8	103.8	0	+6.7
Clothing	117.4	117.5	111.9	−0.1	+4.9
Fuel and light	106.7	105.7	105.4	+0.9	+1.2
Housefurnishings	127.9	127.9	117.7	0	+8.7
Sundries	108.4	108.4	102.1	0	+6.2
Weighted Total	121.0	120.2	110.9	+0.7	+9.1
Memphis					
Food	145.2	140.6	123.4	+3.3	+17.7
Housing	109.4	109.4	107.4	0	+1.9
Clothing	121.0	120.9	109.0	+0.1	+11.0
Fuel and light	102.8	102.8	103.1	0	−0.3
Housefurnishings	127.5	127.5	121.4	0	+5.0
Sundries	107.3	107.1	103.0	+0.2	+4.2
Weighted Total	120.8	119.5	111.4	+1.1	+8.4
Milwaukee					
Food	134.3	133.7r	119.6r	+0.4	+12.3
Housing	103.3	103.3	102.3	0	+1.0
Clothing	128.0	128.0	110.7	0	+15.6
Fuel and light	104.0	104.0r	103.9r	0	+0.1
Housefurnishings	125.1	125.1	118.3	0	+5.7
Sundries	114.0	113.9r	107.6r	+0.1	+5.9
Weighted Total	119.2	118.9r	110.7r	+0.3	+7.7
Minneapolis					
Food	142.7	140.9	120.1	+1.3	+18.8
Housing	103.7	103.7	103.2	0	+0.5
Clothing	124.9	125.0	112.0	−0.1	+11.5
Fuel and light	99.8	99.8	99.6	0	+0.2
Housefurnishings	122.2	122.2	116.9	0	+4.5
Sundries	113.2	113.0	105.3	+0.2	+7.5
Weighted Total	120.8	120.2	110.1	+0.5	+9.7
Muskegon					
Food	145.8	141.9	129.5	+2.7	+12.6
Housing	115.2	115.2	116.2	0	−0.9
Clothing	122.7	122.7	106.2	0	+15.5
Fuel and light	106.2	106.2	106.2	0	0
Housefurnishings	118.8	118.8	114.0	0	+4.2
Sundries	107.4	107.3	104.5	+0.1	+2.8
Weighted Total	122.3	121.1	114.6	+1.0	+6.7
Newark					
Food	131.3	130.6	113.7	+0.5	+15.5
Housing	101.4	101.4	101.4	0	0
Clothing	120.8	120.7	111.2	+0.1	+8.6
Fuel and light	101.3	101.3	102.2	0	−0.9
Housefurnishings	129.3	129.1	122.1	+0.2	+5.9
Sundries	105.1	104.9	102.6	+0.2	+2.4
Weighted Total	115.6	115.3	107.6	+0.3	+7.4
New Haven					
Food	140.3	137.2	119.9	+2.3	+17.0
Housing	105.3	105.3	105.6	0	−0.3
Clothing	120.1	120.5	110.5	−0.3	+8.7
Fuel and light	106.0	106.0	105.9	0	+0.1
Housefurnishings	124.4	124.4	117.5	0	+5.9
Sundries	104.2	104.2	102.4	0	+1.8
Weighted Total	119.6	118.5	110.8	+0.9	+7.9
New Orleans					
Food	141.4	139.6	123.7	+1.3	+14.3
Housing	110.6	110.6	107.9	0	+2.5
Clothing	119.2	119.2	110.6	0	+7.8
Fuel and light	103.2	103.2	103.2	0	0
Housefurnishings	128.3	128.3	123.8	0	+3.6
Sundries	103.4	102.8	102.6	+0.6	+0.8
Weighted Total	121.5	120.6	113.0	+0.7	+7.5
New York					
Food	142.0	138.4r	120.4	+2.6	+17.9
Housing	100.8	100.8	101.0	0	−0.2
Clothing	113.9	113.9	105.1	0	+8.4
Fuel and light	106.7	106.7	106.3	0	+0.4
Housefurnishings	127.7	127.7	119.9	0	+6.5
Sundries	106.6	106.5	103.8	+0.1	+2.7
Weighted Total	119.5	118.2r	109.9	+1.1	+8.7
Oakland					
Food	147.7	145.7	122.2	+1.4	+20.9
Housing	131.5	131.5	122.2	0	+7.6
Clothing	123.5	123.2	111.2	+0.2	+11.1
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.3	119.4	112.5	−0.1	+6.0
Sundries	103.5	103.2	100.0	+0.3	+3.5
Weighted Total	124.6	123.8	112.1	+0.6	+11.2
Omaha					
Food	147.7	144.5	125.9	+2.2	+17.3
Housing	100.6	100.6	100.0	0	+0.6
Clothing	120.8	120.8	109.1	0	+10.7
Fuel and light	103.8	103.7	103.6	+0.1	+0.2
Housefurnishings	130.7	130.1	128.0	+0.5	+2.1
Sundries	105.9	105.7	103.3	+0.2	+2.5
Weighted Total	120.4	119.3	111.3	+0.9	+8.2

Footnotes given on page 42

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING NOVEMBER AND DECEMBER, 1942—Continued

Source: The Conference Board

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Dec. 1942	Nov. 1942	Dec. 1941	Nov. 1942 to Dec. 1942	Dec. 1941 to Dec. 1942
Parkersburg, W. Va.					
Food	142.1	140.5	126.8	+1.1	+12.1
Housing	104.2	104.2	103.5	0	+0.7
Clothing	123.9	123.8r	113.7	+0.1	+9.0
Fuel and light	94.4	94.4	94.4	0	0
Housefurnishings	124.6	124.6	118.7	0	+5.0
Sundries	106.6	106.4	103.0	+0.2	+3.5
Weighted Total	121.0	120.3	113.0	+0.6	+7.1
Philadelphia					
Food	143.7	143.0r	123.6r	+0.5	+16.3
Housing	102.9	102.9	102.5	0	+0.4
Clothing	122.6	122.5	111.4	+0.1	+10.1
Fuel and light	104.2	104.2r	103.0r	0	+1.2
Housefurnishings	121.0	121.0	114.6	0	+5.6
Sundries	111.7	111.5r	105.9r	+0.2	+5.5
Weighted Total	122.8	122.4r	112.5r	+0.3	+9.2
Pittsburgh					
Food	139.9	136.9r	121.6r	+2.2	+15.0
Housing	105.7	105.7	103.4	0	+2.2
Clothing	124.4	124.4	111.3	0	+11.8
Fuel and light	109.8	108.8r	108.8r	+0.9	+0.9
Housefurnishings	117.2	117.4	113.8	−0.2	+3.0
Sundries	112.6	112.5r	107.2r	+0.1	+5.0
Weighted Total	121.5	120.4r	112.0r	+0.9	+8.5
Portland, Ore.					
Food	139.6	138.6	119.6	+0.7	+16.7
Housing	110.0	110.0	105.0	0	+4.8
Clothing	127.0	126.9	113.4	+0.1	+12.0
Fuel and light	100.0	99.3	98.8	+0.7	+1.2
Housefurnishings	119.0	119.0	107.8	0	+10.4
Sundries	108.0	107.6	103.4	+0.4	+4.4
Weighted Total	120.4	119.8	109.8	+0.5	+9.7
Providence					
Food	145.9	144.5	124.3	+1.0	+17.4
Housing	103.3	103.3	102.6	0	+0.7
Clothing	117.7	117.7	106.3	0	+10.7
Fuel and light	99.7	99.7	100.7	0	−1.0
Housefurnishings	125.3	125.3	121.8	0	+2.9
Sundries	104.6	104.6	100.8	0	+3.8
Weighted Total	118.5	118.0	109.7	+0.4	+8.0
Richmond					
Food	142.3	140.4	122.8	+1.4	+15.9
Housing	102.7	102.7	101.2	0	+1.5
Clothing	118.6	118.6	108.9	0	+8.9
Fuel and light	103.9	103.9	103.9	0	0
Housefurnishings	120.5	120.5	116.8	0	+3.2
Sundries	103.9	103.8	102.2	+0.1	+1.7
Weighted Total	117.3	116.6	109.5	+0.6	+7.1
Roanoke, Va.					
Food	145.2	143.3	126.3	+1.3	+15.0
Housing	119.2	119.2	122.7	0	−2.9
Clothing	113.9	113.8	108.6	+0.1	+4.9
Fuel and light	99.7	99.7	98.9	0	+0.8
Housefurnishings	121.9	121.9	118.2	0	+3.1
Sundries	110.7	110.4	104.0	+0.3	+6.4
Weighted Total	122.4	121.8	114.6	+0.5	+6.8
Rochester					
Food	141.1	138.6	120.4	+1.8	+17.2
Housing	103.9	103.9	103.8	0	+0.1
Clothing	128.1	127.9	113.1	+0.2	+13.3
Fuel and light	108.5	108.5	108.8	0	−0.3
Housefurnishings	136.1	135.9	127.4	+0.1	+6.8
Sundries	115.2	115.1	107.4	+0.1	+7.3
Weighted Total	122.0	121.2	112.0	+0.7	+8.9
Rockford, Ill.					
Food	142.4	140.6	120.1	+1.3	+18.6
Housing	138.0	138.0	134.8	0	+2.4
Clothing	120.5	120.5	112.1	0	+7.5
Fuel and light	110.1	110.1	110.0	0	+0.1
Housefurnishings	131.3	131.8	121.5	−0.4	+8.1
Sundries	114.2	114.0r	108.3	+0.2	+5.4
Weighted Total	128.4	127.8r	118.0	+0.5	+8.8
Sacramento					
Food	149.6	143.5	119.3	+4.3	+25.4
Housing	104.1	104.1	106.2	0	−2.0
Clothing	122.5	121.9	111.5	+0.5	+9.9
Fuel and light	83.9	83.9	83.9	0	0
Housefurnishings	131.7	131.1	118.3	+0.5	+11.3
Sundries	105.7	104.8	103.0	+0.9	+2.6
Weighted Total	120.5	118.3	109.2	+1.9	+10.3
St. Louis					
Food	140.7	138.0r	121.6r	+2.0	+15.7
Housing	106.0	106.0	103.9	0	+2.0
Clothing	123.0	123.0	110.9	0	+10.9
Fuel and light	108.6	108.6r	108.3r	0	+0.3
Housefurnishings	118.0	118.2	116.1	−0.2	+1.6
Sundries	108.9	108.7r	102.3r	+0.2	+6.5
Weighted Total	120.7	119.7r	110.8r	+0.8	+8.9
St. Paul					
Food	135.2	134.8r	120.1r	+0.3	+12.6
Housing	100.9	100.9	100.7	0	+0.2
Clothing	120.0	120.0	109.8	0	+9.3
Fuel and light	101.2	101.2r	100.5r	0	+0.7
Housefurnishings	125.6	125.4	118.9	+0.2	+5.6
Sundries	113.9	113.8r	108.2r	+0.1	+5.3
Weighted Total	118.1	117.9r	110.5r	+0.2	+6.9
San Francisco					
Food	161.9	154.7	124.7	+4.7	+29.8
Housing	98.3	98.3	97.8	0	+0.5
Clothing	120.7	121.6	108.8	−0.7	+10.9
Fuel and light	84.9	84.9	84.9	0	0
Housefurnishings	119.4	119.4	115.2	0	+3.6
Sundries	104.4	104.2	100.6	+0.2	+3.8
Weighted Total	123.5	121.2	108.8	+1.9	+13.5
Seattle					
Food	150.7	147.9	127.6	+1.9	+18.1
Housing	114.3	114.5	110.6	−0.2	+3.3
Clothing	118.7	118.7	106.4	0	+11.6
Fuel and light	110.1	110.1	106.3	0	+3.6
Housefurnishings	119.8	119.8	111.8	0	+7.2
Sundries	108.4	108.1	105.5	+0.3	+2.7
Weighted Total	124.4	123.4	113.7	+0.8	+9.4

Footnotes given on page 42

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 62 CITIES DURING NOVEMBER AND DECEMBER, 1942—Continued

Source: THE CONFERENCE BOARD — Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Dec. 1942	Nov. 1942	Dec. 1941	Nov. 1942 to Dec. 1942	Dec. 1941 to Dec. 1942
Spokane					
Food	135.9	132.3	114.8	+2.7	+18.4
Housing	102.0	102.0	99.9	0	+2.1
Clothing	121.6	121.5	109.9	+0.1	+10.6
Fuel and light	99.2	99.2	98.1	0	+1.1
Housefurnishings	132.3	132.3	124.7	0	+6.1
Sundries	109.5	109.3	106.2	+0.2	+3.1
Weighted Total	117.8	116.7	108.5	+0.9	+8.6
Syracuse					
Food	151.6	149.1r	133.2	+1.7	+13.8
Housing	116.2	116.2	108.1	0	+7.5
Clothing	126.3	126.1	113.9	+0.2	+10.9
Fuel and light	107.9	107.9	103.7	0	+4.1
Housefurnishings	146.6	147.4	131.1	−0.5	+11.8
Sundries	111.8	111.7	105.9	+0.1	+5.6
Weighted Total	127.3	126.5	116.2	+0.6	+9.6
Toledo					
Food	148.0	145.6	119.6	+1.6	+23.7
Housing	109.0	109.0	103.2	0	+5.6
Clothing	122.8	122.8	110.3	0	+11.3
Fuel and light	108.3	108.3	107.8	0	+0.5
Housefurnishings	122.0	121.7	114.4	+0.2	+6.6
Sundries	105.0	104.7	102.7	+0.3	+2.2
Weighted Total	121.3	120.4	109.4	+0.7	+10.9
Wausau, Wis.					
Food	143.4	142.5	123.9	+0.6	+15.7
Housing	102.7	102.7	102.7	0	0
Clothing	125.0	125.0	109.9	0	+13.7
Fuel and light	101.4	101.4	101.9	0	−0.5
Housefurnishings	123.6	123.6	120.9	0	+2.2
Sundries	103.7	103.7	102.9	0	+0.8
Weighted Total	120.4	120.1	111.7	+0.2	+7.8
Wilmington, Del.					
Food	147.5	145.9	123.9	+1.1	+19.0
Housing	104.0	104.0	103.6	0	+0.4
Clothing	125.0	125.0	113.9	0	+9.7
Fuel and light	102.5	102.4	103.1	+0.1	−0.6
Housefurnishings	115.4	115.4	112.1	0	+2.9
Sundries	101.3	101.2	99.5	+0.1	+1.8
Weighted Total	120.3	119.7	110.7	+0.5	+8.7
Youngstown					
Food	142.5	138.6	121.7	+2.8	+17.1
Housing	105.4	105.2	108.6	+0.2	−2.9
Clothing	125.6	126.0	114.1	−0.3	+10.1
Fuel and light	109.9	109.9	109.5	0	+0.4
Housefurnishings	131.8	131.8	117.9	0	+11.8
Sundries	107.2	107.0	105.3	+0.2	+1.8
Weighted Total	123.0	121.6	113.8	+1.2	+8.1

rRevised — n.a.Not available — pPreliminary

COST OF LIVING IN 8 CITIES, NOVEMBER AND DECEMBER, 1942

City	Nov. 1942 to Dec. 1942	Dec. 1941 to Dec. 1942
Anderson, Ind.	Percentage Changes	
Food	+1.9	+15.0
Housing	0	−0.2
Clothing	−0.5	+13.4
Fuel and light	0	0
Housefurnishings	0	+8.7
Sundries	+0.4	+2.8
Weighted Total	+0.6	+7.6
Evansville, Ind.		
Food	+1.2	+16.9
Housing	0	+0.9
Clothing	0	+10.9
Fuel and light	+1.1	+2.9
Housefurnishings	0	+11.2
Sundries	+0.3	+4.0
Weighted Total	+0.5	+7.9
Flint, Mich.		
Food	+2.0	+21.9
Housing	0	−0.1
Clothing	0	+12.9
Fuel and light	0	−0.6
Housefurnishings	−0.2	+5.8
Sundries	+0.2	+3.9
Weighted Total	+0.7	+9.7
Green Bay, Wis.		
Food	+2.1	*n.a.*
Housing	0	*n.a.*
Clothing	−0.1	*n.a.*
Fuel and light	0	*n.a.*
Housefurnishings	0	*n.a.*
Sundries	+0.4	*n.a.*
Weighted Total	+0.8	*n.a.*
Joliet, Ill.[1]		
Food	+1.4	+15.9
Housing	0	+0.4
Clothing	0	+9.5
Fuel and light	0	+0.4
Housefurnishings	0	+9.1
Sundries	+0.5	+5.4
Weighted Total	+0.6	+8.5
Lewistown, Pa.		
Food	+1.8	+15.4
Housing	0	+3.8
Clothing	−0.1	+9.4
Fuel and light	+0.4	+0.6
Housefurnishings	0	+7.5
Sundries	−0.3	+5.1
Weighted Total	+0.7	+9.0
Saginaw, Mich.		
Food	+1.6	+18.0
Housing	0	+0.2
Clothing	0	+8.6
Fuel and light	0	0
Housefurnishings	−0.1	+4.0
Sundries	+0.2	+2.3
Weighted Total	+0.6	+7.5
Trenton, N. J.		
Food	+1.2	+15.0
Housing	0	+1.4
Clothing	0	+23.3
Fuel and light	0	+0.2
Housefurnishings	0	+7.0
Sundries	+0.1	+4.2
Weighted Total	+0.5	+9.6

[1]Includes Lockport and Rockdale

Employment and Unemployment

EMPLOYMENT in November dropped below previous record levels, as the number at work on farms fell off sharply at the completion of fall harvests. Fully half the reduction of 1.2 million in farm employment during the month, however, was offset by the continuing expansion of the armed forces and of non-agricultural activities. The total number at work or in uniform in November is estimated at approximately 59.0 million, or about 550,000 below the peak total of the preceding month. A year ago the comparable decrease in employment reached nearly 1.3 million.

EMPLOYMENT AND UNEMPLOYMENT, NOVEMBER, 1942
In Thousands

Distribution of Labor Force	1940	1941	1942		
	November		September	October[1]	November[1]
Total unemployment	6,222	2,054	....	....	....
Excess of employment over economic labor force	....	....	3,792	4,161	3,572
Total employment (including armed forces)	48,287	52,894	59,102	59,509	58,955
Agriculture	10,400	10,088	11,656	11,400	10,215
Forestry and fishing	208	209	217	212	202
Total industry	18,107	20,805	22,281	22,299	22,267
Extraction of minerals	766	806	772	763	755
Manufacturing	11,972	13,890	15,322	15,428	15,552
Construction	2,389	2,798	2,815	2,750	2,614
Transportation	2,012	2,269	2,331	2,323	2,317
Public utilities	967	1,042	1,042	1,035	1,028
Trade, distribution and finance	7,766	8,047	7,472	7,577	7,638
Service industries (including armed forces)	10,780	12,585	16,188	16,715	17,310
Miscellaneous industries and services	1,027	1,161	1,287	1,305	1,323
Emergency employment[2] *WPA, CCC, and NYA (out-of-school)*[3]	2,364	1,502	504	467	448

[1]Preliminary [2]Not included in employment total.
[3]Since July 1, 1942, NYA projects are officially designated as war training programs rather than work-relief projects.

By November, 1942, over 5.5 million more persons were at work in civilian industry, excluding agriculture, than in the closing months of 1940, while about that number had been added to the armed forces. In his annual message to Congress on January 7, 1943, the President placed the number in uniform at 7.0 million, or 6.2 million more than in November, 1940. Of the 5.5 million added to non-farm civilian industries since the early months of the defense program, fully 3.5 million were placed on factory payrolls. Manufacturing employment totaled 15.6 million, or 36% of all employment in civilian non-farm activities. Two years previous the nation's factories were employing about 12.0 million workers, or about 32% of all non-farm employment.

Labor supply conditions in thirty-one industrial areas at the close of the year were designated as acute by the War Manpower Commission, while an additional ninety-five production centers were listed as "areas of current balance of labor supply and demand." Among the acute shortage areas were five of the twenty-five largest cities—Detroit, Washington, Baltimore, Buffalo, and Seattle. Eight more of the major cities were in the list of ninety-five areas in which little slack in the labor market remained. Only two of the twenty-five largest cities, New York and Boston, were found to have a substantial surplus of workers. The remaining ten expected their labor supply would be balanced by demand within six months.[1]

November Trends

Manufacturing and trade were the only civilian industries in which employment was substantially increased during the month. The latter expanded its personnel by about 60,000 to meet holiday buying, particularly in department stores and related retail fields. The total number engaged in trade, distribution and finance, however, remained fully 400,000 below the corresponding 1941 employment.

Reduction in farm employment was slightly less marked than the usual seasonal downturn and, as in October, the number at work on farms was greater than a year ago. Farm family members continue to form an increasing proportion of all agricultural workers, and numbered almost 150,000 more than in 1941. Total farm employment is placed at 10,215,000, as compared with 10,088,000 in the preceding year, while the corresponding totals for hired workers were 2,553,000, as against 2,572,000 in 1941.

Construction employment also continued to recede and fell off by almost 140,000 during the month, largely on public projects. The number at construction work has dropped by 11%, or nearly 350,000, since its August peak. In mining, the number at work was likewise lower than in the preceding year, not only in bituminous and anthracite fields, but in metal mining as well.

Civilian employment in regular federal services rose to nearly 2.8 million, as more than 50,000 were again added to public payrolls during the month. This brought the increase in federal civilian employment since November, 1940, to 1.7 million. Federal civil payrolls alone in November were at an annual rate of $5.5 billion. Public emergency activities were further curtailed, the number on WPA projects totaling 363,000, as against 381,000 in October and 1,056,000 a year ago.

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[1]The full list of 272 industrial areas and their labor supply position appears in *Victory*, January 6, 1943, p. 14.

Strikes and Turnover Rates

LESSENED strike activity was again noticeable in November, when 165 outbreaks occurred, the fewest recorded since January, 1942. The number of workers involved in these strikes was 55,000, the lowest since April. Man days idle because of all strikes during the month totaled only 175,000, the fewest since February, 1933.

During November only 97 strikes were started in

LABOR DISPUTES ORIGINATING DURING DECEMBER, 1942[1]

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Involved
Manufacturing, Building and Mining				
Alabama By-Products Corporation	Birmingham, Ala.	Dec. 4	Dec. 4	*n.a.*
American Brake Shoe and Foundry Company (Kellogg Division)	Rochester, N. Y.	21	21	*n.a.*
Bethlehem Steel Company	Johnstown, Pa.	8	9	3,000
Boeing Airplane Company (2 plants)	Seattle, Wash.	12	12	*n.a.*
Bohn Aluminum and Brass Corporation (2 plants)[2]	Detroit, Mich.	9	10	2,350
Brewster Aeronautical Corporation (3 plants)[3]	Long Island City, N. Y., Newark, N. J., Johnsville, Pa.	18	26	*n.a.*
Edward G. Budd Manufacturing Company	Detroit, Mich.	3	3	1,000
Edward G. Budd Manufacturing Company	Detroit, Mich.	5	..	300
Carnegie-Illinois Steel Corporation (Duquesne Works)	Duquesne, Pa.	11	12	60
Chase Brass and Copper Company, Inc.	Euclid, Ohio	Nov. 30	Nov. 30	*n.a.*
Chrysler Corporation (Kercheval Avenue Plant)	Detroit, Mich.	Dec. 1	Dec. 1	400
D. L. Clark Company	Pittsburgh, Pa.	11	..	300
Cramp Shipbuilding Company	Philadelphia, Pa.	29	29	*n.a.*
Electric Storage Battery Company (2 plants)	Philadelphia, Pa.	16	17	3,400
Eureka Vacuum Cleaner Company	Detroit, Mich.	19	21	1,200
Federal Shipbuilding and Dry Dock Company	Kearny, N. J.	24	24	5,000
Ford Motor Company (Highland Park Plant)	Detroit, Mich.	17	17	1,400
General Electric Company (Fort Wayne Plant)	Fort Wayne, Ind.	Nov. 27	Nov. 28	600
Goodyear Tire and Rubber Company, Inc.	Jackson, Mich.	Dec. 21	Dec. 22	*n.a.*
Granite City Steel Company	Granite City, Ill.	27	28	160
Lehigh Valley Coal Company (Dorrance Colliery)	Wilkes-Barre, Pa.	Nov. 3	..	1,000
Michigan Steel Casting Company	Detroit, Mich.	Dec. 22	22	650
Moffat Coal Company (Pyne-Taylor Colliery)	Scranton, Pa.	21	..	1,200
Nash-Kelvinator Corporation (2 plants)	Lansing, Mich.	Nov. 12	Nov. 14	*n.a.*
National Distilleries Company (Broad Ford Plant)	Connellsville, Pa.	Dec. 11	Dec. 11	200
Pennsylvania Coal Company (Ewen Colliery)	Port Griffith, Pa.	2	..	1,200
Republic Steel Corporation	Cleveland, Ohio	21	22	1,000
South Portland Shipbuilding Corporation	South Portland, Me.	1	4	6,000
Tennessee Coal, Iron, and Railroad Company (Edgewater Mine)	Birmingham, Ala.	Nov. 12	Nov. 14	1,440
Tool and Die Makers[4]	Detroit, Mich.	4	7	9,200
Trane Company (2 plants)	La Crosse, Wisc.	Dec. 28	Dec. 28	*n.a.*
Windsor Manufacturing Company	Philadelphia, Pa.	29	..	175
Wright Aeronautical Corporation	East Paterson, N. J.	8	9	165
Miscellaneous				
Baltimore Transit Company	Baltimore, Md.	14	14	1,700
Boston Market Terminal and Charlestown Fruit Auction Terminal	Boston, Mass.	1	..	150
Butchers	Los Angeles, Calif.	Nov. 1	Nov. 2	*a*
Butchers (10 packing plants and slaughter houses)	San Francisco, Calif.	16	17	487
"Canton Repository"	Canton, Ohio	Dec. 18	Dec. 22	*n.a.*
Electrical and Motor Coach Operators	Newport News, Va.	23	25	*n.a.*
Fairport, Painesville and Eastern Railroad	Painesville, Ohio	Nov. 6	Nov. 10	*n.a.*
Grand-Trunk Milwaukee Car-Ferry Company	Milwaukee, Wisc.	Dec. 1	Dec. 8	*n.a.*
New England Transportation Company	Providence, R. I.	4	..	125
Newspaper Deliverers	New York, N. Y.	13	16	3,000
People's Transport Company	Muskegon, Mich.	4	..	*n.a.*
Service Employees[5]	Pittsburgh, Pa.	Nov. 5	..	500
Welfare and Recreation Association (Kitchen and dining room employees)	Washington, D. C.	Dec. 29	29	85

[1]Incomplete report based on available material published in the press. Labor disputes originating in November are also listed in this table. They were not published in the December *Management Record* since the list was so small.

[2]2,200 workers left work at plant No. 1 on December 9 and returned to work December 10. 150 from the smelting plant walked out on December 10.

[3]There was no real stoppage at the Brewster plants but a work "slowdown."

[4]Includes 19 tool and die plants of the following companies: Briggs Manufacturing Company, Michigan Tool Company, Detroit Tap and Tool Company, Nash-Kelvinator Corporation, Eureka Vacuum Cleaner Company, Enterprise Machine Parts Corporation, Watson, Rose Manufacturing Company, Law Tool Company, Greenfield Tap and Die Corporation. The strike started at Briggs Manufacturing Company on November 4—sympathy strikes at 18 others November 7.

[5]500 service employees including elevator operators struck at Gimbels, Kaufman's and Frank and Seeder Department Stores. They were joined by restaurant employees from all three stores and clerks from Gimbels who refused to pass the picket lines.

n.a. Not available *a*2000 shops affected

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes[1]				Turnover Rate per 100 Employees[1]					
	Beginning in Period				Separations[3]					
	Number	Workers Involved (Thousand)	Man Days Idle During Period (Thousand)	Production[2] (1935–1939 =100)	Total	Quits[4]	Miscellaneous[4]	Discharges[5]	Lay-offs[6]	Accessions[7]
1929	921	289	5,352	110	75.23*a*	41.01*a*		9.04*a*	25.17*a*	67.61*a*
1930	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939	2,613	1,171	17,812	108	37.71	9.52		1.52	26.67	48.85
1940	2,508	577	6,701	124	40.27	10.93	1.61	1.84	25.89	52.72
1941	4,288	2,363	23,048	161	46.68	23.63	4.15	3.04	15.86	64.51
1941 November	271	228	1,397	173	3.51	1.57	.26	.24	1.44	3.91
December	143	30	476	171	4.71	1.75	.52	.29	2.15	4.76
1942 January	155	33	390	173	5.10	2.36	.83	.30	1.61	6.87
February	190	57	425	175	4.82	2.41	.73	.29	1.39	6.02
March	240	65	450	177	5.36	3.02	.82	.33	1.19	6.99
April	310	55	375	181	6.12	3.59	.87	.35	1.31	7.12
May	275	58	325	183	6.54	3.77	.96	.38	1.43	7.29
June	350	100	550	185	6.46	3.85	1.02	.38	1.21	8.25
July	400	88	450	189	6.73	4.02	1.23	.43	1.05	8.28
August	350	80	450	196	7.06	4.31	1.46	.42	.87	7.90
September	290	80	450	201	8.10	5.19	1.79	.44	.68	9.15
October *r*	235	60	325	204	7.91	4.65	2.03	.45	.78	8.69
November *p*	165	55	175	202	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*

NOTE—For back figures, see *The Conference Board Management Record*, June, 1942, p. 194.

[1]United States Bureau of Labor Statistics.

[2]Federal Reserve annual production data are averages of monthly figures.

[3]A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

[4]A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; *i. e.*, separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

[5]A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

[6]A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

[7]An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

*a*June to December. *p*Preliminary. *n.a.*Not available. *r*Revised

CASES OF THE NATIONAL WAR LABOR BOARD
JANUARY 13–NOVEMBER 30, 1942

Source: National War Labor Board

Classification	Prior to November	During November	Total Jan. 13–Nov. 30
Total number of cases received	1,420	699	2,119
Disputes	693	225	918
Arbitration agreements	237	140	377
Voluntary wage agreements	490	334	824
Total number of cases closed	356	40	396
Disputes	311	19	330
Arbitration agreements	21	6	27
Voluntary wage agreements	24	15	39

war industries. The number of man days idle in war plants because of these new strikes was 92,000, as compared with 168,000 in October. There was no change in the number of man days worked. During November, approximately 350 million man days were put toward the war effort. The relation of days lost to days worked was .03%.

The total separation turnover rate declined slightly in October although discharges, lay-offs, and miscellaneous separations increased. The total accession rate also declined. Although the quit rate decreased, it had been increasing at a high rate for a number of months. An analysis of these quits as to the tenure of employment and the wage groups of the workers quitting, together with their reasons for quitting, is to be found in a special article on page 15.

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Wage-increase Announcements,[1] December 1 to December 31, 1942

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Allied Chemical & Dye Corporation, Barrett Division	Edgewood, N. J.	5¢/hr.	....	To remove inequalities. New minimum: 81¢/hr.
Allis-Chalmers Manufacturing Company	Pittsburgh, Pa.; La Porte, Ind.; Milwaukee, Wisc.; Boston, Mass.; Norwood, O.; Springfield, Ill.; La Crosse, Wisc.; Oxnard, Calif.	5¢/hr.	20,000	To production employees. Also includes about 2,500 office employees. Retroactive to April 15, 1942
American Potash and Chemical Corporation	Trona, Calif.	10¢/hr. 10¢-15¢/hr. 14¢/hr.	....	To production workers To clerks and supervisory employees To salaried employees
American Viscose Corporation	Marcus Hook, Lewistown, Meadville, Pa.; Roanoke and Front Royal, Va.; and Parkersburg and Nitro, W. Va.	3¢/hr.	18,000	To all hourly employees. Retroactive to May 31, 1942
Apex Steel and Supply Company	Cleveland, O.	5¢/hr. (avg.)	....	Retroactive to September 1, 1942
Audio Development Company	Minneapolis, Minn.	7½¢/hr.	100	Retroactive to October 5, 1942. New starting rates: men, 53¢/hr.; women, 48¢/hr. After 8 months: men, 70¢/hr.; women, 63¢/hr.
Bell Telephone Company of Pennsylvania	Pennsylvania	3¢/hr.	9,000	To lower-paid telephone operators and allied occupation in central offices. Retroactive to October 4, 1942
Briggs Manufacturing Company	Detroit, Mich.	4¢/hr. 15% 10¢/hr. 10¢/hr.	20,000 7,500	To hourly rated employees To salaried employees earning less than $5,000/yr. To tool and die makers To 4 classifications of maintenance workers. Retroactive to June 1, 1942
Chandler Oil Cloth and Buckram Company	East Taunton, Mass.	7½¢/hr.	....	To relieve inequalities. Retroactive to May 21, 1942
Chesapeake and Potomac Telephone Company	Baltimore, Md.	6¢/hr.	3,250	To traffic department employees. To eliminate inequalities
Continental Gin Company	Birmingham and Prattville, Ala.	10¢/hr.	1,372	Retroactive to October 4, 1942
Detroit Edison Company	Detroit, Mich.	5¢-10¢/hr.	250	To employees in Stores Department. Retroactive to August 16, 1942
Ferracute Machine Company	Bridgeton, N. J.	18¢/hr. (avg.)	400	New rate range: 50¢-$1.20/hr. Retroactive to August 2, 1942
Granite City Steel Company	Granite City, Ill.	5½¢/hr.	160	To machinists and repair men. Retroactive to February 15, 1942
Hendey Machine Company	Torrington, Conn.	8¢/hr.	....	To all workers. Retroactive to June 1, 1942. New hiring rate: 55¢/hr.
Hudson Motor Car Company	Detroit, Mich.	10¢/hr.	....	To tool and die makers. Retroactive to October 3, 1942
Lehigh Valley Railroad Company	Bethlehem, Pa.	1¢-7¢/hr.	....	For various AFL shop crafts
Liggett Spring and Axle Company	Gary, Ind.	5½¢/hr.	....	To eliminate industry inequalities. Retroactive to June 15, 1942
Mallory Hat Company	Danbury, Conn.	7%	....	Retroactive to May 15, 1942
Motor Products Corporation	Detroit, Mich.	4¢/hr. 10¢/hr.	....	To production and maintenance workers To tool and die department employees
Packard Motor Car Company	Detroit, Mich.	4¢/hr. 6¢/hr. 10¢/hr.	21,000	To hourly rated employees To heat treaters To tool and die workers, pressure welders, heaters, and skilled maintenance men
Penn Iron and Steel Company	Creighton, Pa.	5½¢/hr.	.....	Retroactive to July 19, 1942
Pittsburgh Railways Company	Pittsburgh, Pa.	14½¢/hr.	2,600	To street car operators and bus drivers. New rates: trolleymen, $1.10/hr.; bus drivers, 98½¢/hr.
Remington Arms Company	Denver, Colo.; Salt Lake City, Utah; Independence, Mo.	5¢/hr.	30,000	To take care of maladjustments
Reynolds Metals Company	Longview, Wash.	4.98¢/hr. (avg.)	....	Retroactive to September 20, 1942

WAGE-INCREASE ANNOUNCEMENTS,[1] DECEMBER 1 TO DECEMBER 31, 1942

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
W. J. Schoenberger Company	Cleveland, O.	5½¢/hr.	360	
Springfield Gas Light Company	Springfield, Mass.	7½¢-9¢/hr.	400	Retroactive to September 1, 1942
Studebaker Corporation	South Bend and Fort Wayne, Ind.; Chicago, Ill.	4¢/hr.	....	To keep in line with automobile industry
Tiona Petroleum Company	Philadelphia, Pa.	5¢/hr.	100	To eliminate inequalities. Retroactive to September 28, 1942
Western Electric Company	Middle Village, N. Y.	4¢/hr.	....	Retroactive to October 26, 1942
Wheeling Steel Corporation	Wheeling, W. Va.	5½¢/hr.	16,000	Retroactive to February 15, 1942
3 Cement Companies	Alabama	5¢/hr.	580	Lone Star Cement Corporation, Alpha Portland Cement Company, and Lehigh Portland Cement Company. New minimum: 57¢/hr.
11 Cigar-making Plants	Hartford, Bridgeport, Waterbury, Trumbull, Meriden and New Haven, Conn.	15%	475	To correct maladjustments
19 Grocery Warehouses	Philadelphia, Pa.	$3/wk.	1,550	To men
		$2.80/wk.	400	To women
				New rates: men, $32/wk.; women, $22.30/wk. Retroactive to June 20, 1942. Includes American Stores, A. & P., Food Fair, Wm. Montgomery & Company, Baltimore Markets, R. T. French Company, and Frankford Grocery Company
105 Hotels	New York City	$1.50/wk.	22,000	To waiters, waitresses, bellboys and baggage porters
		$2/wk.	....	To all other employees. Retroactive to October 10, 1942
26 Hotels	San Francisco, Calif.	15%	800	Retroactive to March 18, 1942
Lumber and Plywood Workers	Washington and Oregon	7½¢/hr.	65,000	New minimum: 90¢/hr.
4 Match Companies	Wadsworth, Barberton, O.; Oshkosh, Wisc.; Cloquet, Minn.	10%	....	Ohio Match Company, Diamond Match Company, Wisconsin Match Corporation
		15%	....	Berst-Forster-Dixfield Company
Newspaper Deliverers	New York City	$5/wk.	3,000	Retroactive to July 1, 1942
4 Packing Companies	50 Plants	5½¢/hr.	64,250	To production and maintenance workers in Swift & Company, Armour & Company, Cudahy & Company, and Wilson Company

[1] Includes salary-increase announcements.

Chronology of Events Affecting Labor Relations December 1 to December 31, 1942

December

2 *Jurisdictional Pact Reached*—Peace committees of AFL and CIO reach agreement to speed war output by submitting to arbitration all difficult issues regarding jurisdiction. This is first joint agreement reached since the establishment of the CIO.

Cost of Living Wage Formula Invalidated—For first time WLB sets aside clause of a collective bargaining agreement providing for automatic wage increases based on rise in cost of living. The unanimous decision was taken because, in the particular case, amount of wage increase resulting would be in excess of that allowed by the WLB formula.

3 *Petrillo's Efforts Successful*—Boston Symphony Orchestra, last of the great orchestras to become organized, signs contract with American Federation of Musicians to permit it to make recordings and appear on the radio.

4 *WPA Ended*—The President orders "prompt liquidation" of the Works Progress Administration on ground that wartime increases in private employment have made it no longer necessary.

5 *Scope of WMC Extended*—President issues Executive Order making Paul V. McNutt chairman of the War Manpower Commission and enlarging the scope of this body to include jurisdiction over Selective Service System.

8 *Seniority Protection Asked*—To facilitate movement of necessary skilled workers from non-essential to war industries, President calls upon employers to assure em-

ployees taking up war work that seniority rights will be protected.

Per Capita Output Declines—American Iron and Steel Institute reports that for September, 1942, man hour output per employee in the industry was 131 lbs. In September, 1941, corresponding output was 184 lbs. Reduction is attributed to heavy loss of skilled workers in the draft and replacement by much less experienced people.

9 *Rail Unions Ask Wage Rise*—Representatives of five railroad operating unions vote to ask the railroads for 30% increase in wages with minimum increase of $3.00 per day. Following similar demand in the latter part of 1941, a 7½% increase was granted.

10 *War Workers in Detroit "Frozen"*—With acquiescence of labor and management, WMC announces employment stabilization plan for the Detroit area that, in effect, freezes about 660,000 workers in their present war jobs.

Women Employees in Banks Increase—It is announced in conference of American Bankers Association that women now constitute 43% of total bank employees as contrasted with 33% a year ago.

11 *Rise in Federal Pay Asked*—President calls upon Congress to enact work week and overtime pay legislation for federal employees or to give him authority to regulate their wages and hours for the period of the war or until such time as Congress may otherwise provide.

12 *Ratio of Women Workers Increasing*—United States Department of Labor reports an increase of half a million in number of women factory workers in first year of war. Ratio of women workers to men is now one out of ten; it was one out of one hundred before Pearl Harbor.

Montgomery Ward Yields Again to President—President directs Montgomery Ward and Company to "comply without further delay" with WLB order that it sign CIO contract embodying clause for maintenance of membership. The company had insisted on including a statement that contract was signed "under duress" and WLB had refused to permit inclusion of this phrase. As result of the President's order, company signs contract in the form required by WLB.

13 *Tool and Die Ceilings Established*—WLB issues order establishing maximum wage rates for more than 50,000 tool and die workers in jobbing and manufacturing plants in Detroit area. Order is intended to stabilize employment and prevent widespread labor pirating.

15 *WLB Limits Jurisdiction*—War Labor Board unanimously decides it has no authority to decide labor disputes between municipalities and employees' organizations.

16 *Voluntary Enlistment Re-established*—Pending the working out of procedures for restricting recruitment of men for armed forces to Selective Service, closure of enlistments is postponed to about February 1.

Union put on Probation—In unique decision WLB grants maintenance of membership to a union on a probationary basis revocable if union fails to end work stoppages and discipline those causing them.

17 *Army and Navy Take Over Colleges*—In combined Army-Navy announcement, plan is made public for utilizing country's educational facilities for training for armed services.

21 *Miners Threaten Strike*—Local of United Mine Workers pleads for $2 per day war allowance and threatens, if no consideration to request is given, possible stoppage of mining operations in mid-January.

22 *Work Week at 45.7 Hours*—Secretary of Labor reports that work week in industries engaged largely in war production averages 45.7 hours in October as compared with 44.6 in September.

Compulsion in War Work Advocated—Grenville Clark, sponsor of Selective Service Act, drafts bill to provide for compulsory liability to accept employment where needed in war production. Bill is at variance with present policy of voluntary transfer.

23 *WLB Decentralizes*—WLB sets up plan to establish panels of public, management and labor representatives in major cities to act on disputed wage cases and make recommendations to regional advisory boards, having authority to reach decision. Purpose is to speed action on wage cases.

"No Strike" Pledge in Court Test—Chicago firm asks that ILGWU be enjoined from continuing strike because this violates agreement entered into by President and representatives of labor and industry barring strikes and lock-outs for duration.

24 *Pay of Government Employees Raised*—Approving legislation for wage increases and overtime pay affecting approximately 1¼ million federal employees, President calls on all departments to establish general minimum work schedule of six-day, 48-hour week and to eliminate every activity not vital to war effort.

27 *Public Employees Exempted from Jurisdiction*—In a joint statement, War Labor Board and Commissioner of Internal Revenue placed responsibility for conformance of their employees with national stabilization policy upon heads of state, county and municipal governments.

29 *Soldiers Over 38 Being Released*—Army announces operation of machinery for honorably discharging soldiers over 38 needed in war activities. To be eligible for discharge, soldier must apply for release to his commanding officer, must show that his age makes his usefulness in Army secondary to that in civilian life and that he will be employed in essential war work immediately upon release.

30 *Pay Rise Applications Numerous*—Regional Office of WLB for New York and New Jersey reports pay increase applications from more than 1,300 employers since establishment of office. Approximately 650 applications have been granted.